



This is a digital copy of a book that was preserved for generations on library shelves before it was carefully scanned by Google as part of a project to make the world's books discoverable online.

It has survived long enough for the copyright to expire and the book to enter the public domain. A public domain book is one that was never subject to copyright or whose legal copyright term has expired. Whether a book is in the public domain may vary country to country. Public domain books are our gateways to the past, representing a wealth of history, culture and knowledge that's often difficult to discover.

Marks, notations and other marginalia present in the original volume will appear in this file - a reminder of this book's long journey from the publisher to a library and finally to you.

### Usage guidelines

Google is proud to partner with libraries to digitize public domain materials and make them widely accessible. Public domain books belong to the public and we are merely their custodians. Nevertheless, this work is expensive, so in order to keep providing this resource, we have taken steps to prevent abuse by commercial parties, including placing technical restrictions on automated querying.

We also ask that you:

- + *Make non-commercial use of the files* We designed Google Book Search for use by individuals, and we request that you use these files for personal, non-commercial purposes.
- + *Refrain from automated querying* Do not send automated queries of any sort to Google's system: If you are conducting research on machine translation, optical character recognition or other areas where access to a large amount of text is helpful, please contact us. We encourage the use of public domain materials for these purposes and may be able to help.
- + *Maintain attribution* The Google "watermark" you see on each file is essential for informing people about this project and helping them find additional materials through Google Book Search. Please do not remove it.
- + *Keep it legal* Whatever your use, remember that you are responsible for ensuring that what you are doing is legal. Do not assume that just because we believe a book is in the public domain for users in the United States, that the work is also in the public domain for users in other countries. Whether a book is still in copyright varies from country to country, and we can't offer guidance on whether any specific use of any specific book is allowed. Please do not assume that a book's appearance in Google Book Search means it can be used in any manner anywhere in the world. Copyright infringement liability can be quite severe.

### About Google Book Search

Google's mission is to organize the world's information and to make it universally accessible and useful. Google Book Search helps readers discover the world's books while helping authors and publishers reach new audiences. You can search through the full text of this book on the web at <http://books.google.com/>

B 505198 A

H77

8055

K2

A2

STATE OF KANSAS.

PROCEEDINGS OF THE THIRTEENTH  
ANNUAL CONVENTION

OF THE

STATE SOCIETY OF LABOR  
AND INDUSTRY,

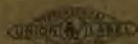
HELD AT

Topeka, Kan., February 6, 7 and 8, 1911.



Exchange Duplicate, L. C.

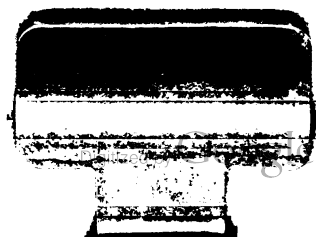
STATE PRINTING OFFICE,  
TOPEKA, 1911.



1082



LIBRARY OF CONGRESS  
TARIFF BOARD  
COLLECTIONS  
TEMPORARY - DECK 34



STATE OF KANSAS.

HII  
8055  
K2  
A2

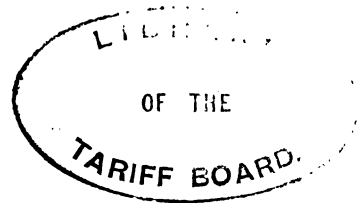
PROCEEDINGS OF THE THIRTEENTH  
ANNUAL CONVENTION

OF THE

*Kansas* STATE SOCIETY OF LABOR  
AND INDUSTRY,

HELD AT

*Topeka, Kan., February 6, 7 and 8, 1911.*

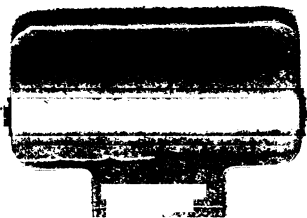


STATE PRINTING OFFICE,  
TOPEKA, 1911.



5042

**LIBRARY OF CONGRESS**  
**TARIFF BOARD**  
**COLLECTION**  
**TEMPORARY - DECK 34**



STATE OF KANSAS.

HT  
8055  
K2  
A2

PROCEEDINGS OF THE THIRTEENTH  
ANNUAL CONVENTION

OF THE

*Kansas* STATE SOCIETY OF LABOR  
AND INDUSTRY,

HELD AT

*Topeka, Kan., February 6, 7 and 8, 1911.*



STATE PRINTING OFFICE,  
TOPEKA, 1911.



5042

By transfer from  
U. S. Tariff Board  
1912

ROSTER.

---

OFFICERS OF THE STATE SOCIETY OF LABOR AND INDUSTRY.

A. S. McALLISTER, <i>President</i> .....	HERINGTON.
CHAS. ROCHELLE, <i>Vice President</i> .....	WICHITA.
W. L. A. JOHNSON, <i>Secretary</i> .....	TOPEKA.
OWEN DOYLE, <i>Assistant Secretary</i> .....	MINERAL.

---

PERSONNEL OF THE BUREAU OF LABOR AND INDUSTRY  
AND FACTORY INSPECTION.

W. L. A. JOHNSON.....	Commissioner and Factory Inspector.
OWEN DOYLE.....	Assistant Commissioner.
C. E. BRAMLETTE.....	Deputy Factory Inspector.
THOS. P. MENTON.....	Deputy Factory Inspector.
A. A. KNAPP.....	Chief Clerk.
M. GUY SNYDER.....	Statistical Clerk.
FIELDON CUNNINGHAM.....	Stenographer.

## PROCEEDINGS

OF THE THIRTEENTH ANNUAL CONVENTION OF THE STATE  
SOCIETY OF LABOR AND INDUSTRY, HELD AT  
TOPEKA, KAN., FEBRUARY 6, 7, 8, 1911.

In pursuance of chapter 99, General Statutes of 1901, the following official call was issued:

TOPEKA, KAN., December 24, 1910.

*To all Labor Associations and Labor Societies (Trade-unions, Labor Organizations, and Railroad Brotherhoods) in the State of Kansas, greeting:*

Pursuant to chapter 99, General Statutes of 1901, entitled "An act to create a State Society of Labor and Industry," etc., it is made the duty of the secretary of the State Society of Labor and Industry to issue a call to all labor associations and labor societies to assemble in a delegate convention to be held at the state capitol on the first Monday in February, 1911.

Therefore, the thirteenth annual convention of the State Society of Labor and Industry is hereby called, to convene at the state capitol, in the city of Topeka, at nine o'clock A. M. on Monday, February 6, 1911, and to continue in session until the business is disposed of. The basis of representation for the local organizations is as follows: One delegate for the first fifty members or fraction thereof; and one additional delegate for each additional 100 members or a majority fraction thereof; provided, that such organization shall have complied with the requirements of the law as to its eligibility as found in section 6645, chapter 99, General Statutes of 1901, a copy of which may be found on the credential blank.

Printed credentials will be forwarded to secretaries not receiving them, upon application to the secretary of the State Society of Labor and Industry. *Such credentials must be certified under oath by the presiding officer and secretary, and the original returned to this office as soon as possible after the election of delegates.*

The purpose of this convention shall be the discussion of economic and industrial questions and other matters pertaining to the interests of labor, and the election of a president, vice president, secretary and assistant secretary of the State Society of Labor and Industry, which officers shall constitute the State Bureau of Labor and Industry; the secretary and assistant secretary of which shall be *ex officio* commissioner and assistant commissioner of labor. No reduction of railroad rates under the present two-cent fare is obtainable, but the present rate is the same as the one and one-third rate formerly obtained.

All organizations eligible under this act are earnestly requested to be represented.

W. L. A. JOHNSON,

*Secretary State Society of Labor and Industry.*

N. B.—In the event no new delegate is elected to this convention, the present delegates will, under the law, hold their membership as delegates until their successors shall have been chosen and admitted. But in this event the secretary must notify this office at his earliest convenience. See section 6645, chapter 99, General Statutes of 1901.



## MORNING SESSION, FEBRUARY 6, 1911.

The convention was called to order, in the office of the commissioner of labor, at nine o'clock, by President A. S. McAllister. On motion, the convention immediately adjourned to Security Hall, at Seventh and Kansas avenue, where all subsequent sessions of the convention were held.

Convention was called to order at 9:30 in Security Hall by President McAllister. W. L. A. Johnson, in introducing his excellency Hon. W. R. Stubbs for the address of welcome, spoke, in part, as follows:

*Ladies and Gentlemen and Fellow Delegates of the Thirteenth Annual Convention of the State Society of Labor:* Our officers have decided upon a slight change in the usual program of address of welcome, changing the usual evening reception to the morning session. It is a matter of pleasure to note the progress of our State Society during the past twelve years of its existence. Each annual convention grows larger and more enthusiastic in the splendid work of our Society. The 275 or 300 delegates here, representing, as they do, the vast army of organized and unorganized workers of the rank and file, show the appreciation and the interest that is being taken throughout the state in the effort that is being put forth for the upbuilding and for the betterment of the industrial conditions of our workers. At each annual gathering in the past we have had the pleasure and good offices of the governor of the state in giving us a word of advice and good counsel in shaping the destinies of our work along safe and conservative lines. We are to be favored this morning with an address of welcome by our honored governor, and I am sure it will be a pleasure for us to hear him. I now have the pleasure of introducing to you Governor Stubbs, who will say a word of welcome.

Governor Stubbs addressed the convention, as follows:

*Mr. Chairman, Mr. Secretary, Ladies and Gentlemen of the Organization:* I deem it an honor as well as a privilege to be permitted to address you here to-day. I recognize the fact that labor is the greatest wealth-producing power on the face of the earth. I believe all thoughtful, earnest men in public life recognize the fact that while labor is producing the wealth of this nation, and every other nation in the world, that the laborer and the workingman and the employee in the various avocations of life has never received his full share of the benefit that arose from the labor which he performs. I believe that your gathering here for the purpose of promoting the welfare of the interests you represent is in line with the progressive spirit which extends all over the country and all over the world. The rights of property have been pretty well safeguarded in this country by law; in fact, I think the rights of property have been so well guarded that they go away beyond their rights and have them well protected in the courts; but the rights of labor have been forgotten to some extent, and the greatest problem before the American people to-day is the question of whether this country—this great, free republic—shall be controlled in the interests of property or in the interests of men. This is a question you gentlemen will have more to do with solving than almost any other class of people, because there are more of you. You have got more votes, and this thing will be settled by votes in the final analysis, in the crucial test that will come here—probably in your generation, and if not, in the succeeding generation of men. The great fight that is on in this century, that has got to be settled before you can make substantial progress, is a question of whether this nation and its policies and its destiny are going to be shaped and

moulded and controlled by corporations in the interests of property, or whether it will be shaped and moulded and controlled in the interests of the great masses of human beings who toil and labor and work and who really have made the nation great. I do not want you to think that I do not believe in the protection of property, for I have got a little bit of property myself, and I want to keep it. I believe that the interests of property would be conserved by giving men their full rights and justice under the law. I do not believe the American people are going to stand for any policy or plan that will permit one man to make his millions and hundreds of thousands of men to live in hovels with their children improperly fed and clothed in order to permit that man to make his millions of dollars. I believe that the men who work in mines, on railroads and in shops for big corporations have got to look this thing right square in the face and deal with it in an intelligent and fearless way. I know that corporations appeal to their fellows to vote with them when it comes to election time. They say I am trying to destroy the railroads in Kansas. *That is not so.* If the railroads had a right cause I would defend that cause just as quickly as I would the cause of labor. But when they are wrong I will fight them to the end of the battle. I want you to know that. I have not changed my mind one bit about railroads. I have worked for railroads for twenty or twenty-five years and I know that the officers of the railroads in the operating department and in the construction department are gentlemen and mighty fine fellows. But down at New York, where they keep the bank accounts and control the road and control the stock and control the bonds, they are mighty greedy. They are just as greedy with the road and with the men to-day as before the November election, and are trying to defeat every measure you ask for in the legislature that will give labor protection. They will make your liability law as weak as they can make it. They have men employed in this legislature now to weaken that law. Your workingmen's compensation act, when it comes down to getting legislation in the interest of labor that I have recommended and am trying to put through here, you will find their railroad attorneys here that were trying to get you to vote for them at election time are against you, if not openly, in the dark. They are their attorneys.

I say to you that I believe it is for the interests of labor to put the corporations out of business in so far as politics are concerned. I do not believe a corporation has a right to vote in the legislature. I believe the railroad business is secondary to the well-being of the people and has already been well paid for in a liberal sort of way. I say to you that every step that has been made to better the laboringmen's condition on railroads and further their interests has been done without the consent of the railroads. (Applause.)

If you think the railroad would squeeze the railroad, and charge just as high a rate as they can to the public, and be generous to the employees, you are mistaken. Every fight you have ever won in a strike, by any manner of means or methods, has been won because of public sentiment being back of you, and so fighting for you. Whenever you align yourselves with the corporation and take on your shoulders the sins of that corporation—and they have got plenty of them—then you alienate public sympathy, and you need it. I am just talking good, hard facts. I am not asking for your support for me, and I don't ask any man's support unless he thinks it would be an advantage to the great mass of people to vote for me. (Applause.)

I say to you that your duty as men is not to your labor organizations, it is not to yourselves exactly; it is to our great republic, that stands for liberty and justice and fair dealing for every man, woman and child, no matter how low or poor they are. (Applause.)

I did not come here to make you a speech and I do not expect to make one; I came to welcome you to Topeka, and you are welcome so far as I am concerned. There is no man that ever comes on a private car that is

more welcome than the men I am talking to here to-day. It is your capital city, it is your capitol building, it is your office, and I am your hired man when it comes right down to brass tacks, and I am doing business for you; and when the big corporation wanted me to call out the militia to intimidate the miners when there was no just cause for it, I told them I would not act, and so I did not act. (Continued applause.)

And that is what they wanted to do—to intimidate the miners, and send the soldiers there, so that they could block everything in the line of union labor. Mind you, I told Alex. Howat, the president of the mine workers' union, as long as the miners were law-abiding and did not destroy property and threaten human life there would not be any militia called out. They could put it in their pipes and smoke it, and go to sleep over it. But when lawlessness prevails in a strike, or the breaking of any kind of laws, that is what the militia is for. When men become lawless and unmanageable and threaten human life and property, then I say, call them out. I do not want any one to misunderstand me about it, for I am not here to toady to anybody; I am here to stand up for the good name of Kansas and every citizen in Kansas, and I don't care how black or how white he is, every man has the same right under the law, and as long as I am governor of Kansas he will have the same right, so far as ancestry is concerned. There will be no favorites, and no favors shown. I say to you that is the only way a government of the people, by the people and for the people can give every man justice and fair dealing, and that is all you need.

I say to you it is unjust and unfair and it is greedy to undertake to make the man who works on the railroad there, with all the hazard that goes with it, works in the mine where the explosions come unexpectedly and without warning to blow human beings in all directions—it is unfair for that man's family to take all the risk and hazard of his life that results. It falls on the public in their duty toward these fellows, and it should be educated to produce laws to say how much should be paid to those fellows. There should be a fixed law so as not to give one-half or two-thirds to lawyers for collection. It should be stipulated, the price of human life, or of arm or of leg; it ought to be stipulated to you. You ought to be able to get your money, and the cost ascertained by experience and added to the price of transportation and the price of coal and the price of freight traffic, where the laborer works and the hazard falls. The great mass of people can afford to bear that burden, but the poor widow and the helpless children cannot afford it. That is the kind of laws that I am in favor of in this legislature and that I have recommended in my message to the legislature, and I will use all the power I have as governor of the state of Kansas to get just and equitable laws passed, protecting your rights and mine and the rights of your wives and children.

We have heard much about the recall and referendum law here. What does that mean? It means when we passed the referendum law in Kansas, that when an obnoxious law is placed on the statute books and the legislature refuses to act on it, that by a petition of five or eight or ten per cent of the voters of Kansas you can have that law submitted to the votes of the people of Kansas, and if it is wrong you can vote it right. Look at the fellows hired to butcher the law, look at the men who do the butchering, and you will see railroad attorneys on the committees. I have recommended a law that will give the people the right of recalling the governor of Kansas when he is unfaithful, and every other officer in Kansas who is unfaithful and don't perform his duty; and if he is incompetent, gives you the chance to do what every employer of labor ought to have a right to do, and that is fire a man when he is incompetent and does not work. I don't know whether you like that or not, but it is so. A man who does not do his duty ought to be fired, and you ought to stand back of that thing. Why? If you protect the lazy, indifferent, indolent fellow and make the employer pay

as much for his labor as for the honest, earnest, industrious man, it puts a heavier burden on industry.

It is up to you as the representatives of a great organization in Kansas to work out these problems so that the man who wants to work and get ahead will have the opportunity to do so. Don't load your boys and girls down with rules in your labor organizations that will not give them a chance to rise, those who will work and save and come to the front. The greatest thing in America is the right of men of ability and industry to rise above their fellows. In the name of God, I beseech you, don't chain these men down; if you do, you chain down the forces that will give you liberty. You chain down the men to a dead body that would rise and direct you and protect you and fight for you, and have strength and ability to do it. Give them opportunity to rise in your ranks, and the man who has great ability some chance to get ahead. It is the greatest thing in the life of America to-day, and the labor organizations ought to consider that thing. I believe in it from the bottom of my heart. It is the one star of hope that has risen for the laboring world. There has been good in every labor organization. I am for you so far as your rules are intelligent and are made for the benefit and the interest of the laboring people in this county. But think it all over. Don't go forward along lines that are without care for the progress and the development of the men who are in your ranks, and of the boys and girls. The schools of Kansas ought to be developed. You are interested more than anybody else in Kansas. I believe it would be a great, a good, a splendid thing to have a school of mining. I believe the legislature will establish that school, and I believe it will be the quickest way to teach men to do practical things.

I say to you to-day that you have got mighty problems before you, and you want to have justice and righteousness as the ideals before your minds. Give the public what belongs to it, and then demand of the public the reward that is due to labor. And I say to you that you will bring respect to yourselves and your children, and you will be helping to build up a great nation where liberty and justice will be enthroned forever, and will become a beacon light, beckoning to all the nations of all the world and showing the downtrodden people the pathway to liberty, the pathway to justice and to the protection of their rights and their hopes. Millions of men all over the world have their eyes fixed on America to-day, and they want to know whether this government of ours is a success or not. And I say to you it is up to you to help make it what it ought to be—an ideal country managed in the interests of all the people and not the few people, where the distribution of wealth will be as uniform as the flowers that deck the hillsides in the spring or the sunlight that floods all the landscape with gold. It is a great problem, and it is worth while to give your thought and your conscience to the solution of that problem.

Now I want to say a word about the enforcement of law. I know that some people do not believe in the enforcement of the law against the saloon. I have had it called to my attention. If you trespass and trample under foot one law, there is no reason why you should not do the same with any other law. When I took the oath of office on the 11th of January and swore I would enforce the law, I want you to know that all the power of this state is back of that oath and will be for the next two years. It is a good thing for laboring men. I have seen the results of drinking all over this country; I know it makes wives and children hungry and ragged for the man to spend his wages on Saturday, for I have seen it where thousands of men were working, for I have employed large numbers of men. Sometimes the largest part of their wages went into the saloon. There is no good in it. I don't care how much you are prejudiced for the saloon, there is no good excuse for it as long as you have n't got good clothes for your children, and food for the little ones. In the name of God, think about your obligations to your women and children. I am not going to make a temperance lecture here, but I know what a curse

to labor the saloon is, and I want you to know. I want your children to know it. I think one of the greatest and best things in Kansas is the prohibitory law. You can tell my miner friends down there what I think about it. I want them to hear about it.

I am much obliged to you for inviting me here to say a few words this morning. It is one of the privileges that I appreciate very much, and, indeed, as a matter of fact there is no distinction in being governor unless you use the office to do some good. I am using this office to boost everything good and decent and to give a good, hard kick to everything wrong. I propose to do that. And if you men have a righteous cause to represent, and want to win what you represent, and you come to the governor's office and can show you have the right on your side, all the power of the state of Kansas will be back of you.

I thank you.

President A. S. McAllister responded to the address of welcome on behalf of the State Society of Labor, as follows:

*Mr. Chairman, Fellow Delegates and Visitors:* It affords me pleasure, as president of the State Society of Labor and Industry, to respond to the kind words of advice and welcome from our governor. I can assure him that we appreciate his presence with us to-day. We feel that he is a friend of the Society, and as such he has our respect and esteem. I do not intend to occupy much of the time allotted to the opening exercises of the convention, but I wish to briefly review a small part of the history of this Society since its inception, in the year 1898. Any organization of workers in the state of Kansas having a membership of seven or more is entitled to one delegate for the first fifty members or less, and one delegate for each additional 100 members or majority fraction thereof. I believe that it will be eminently fitting and interesting, in a historical way, especially in view of the fact that Mr. Johnson, who conceived the idea of organizing a labor bureau after this plan, is about to retire from the office of labor commissioner, to call your attention to his remarks at the first meeting of the society, at which there were eighty-five delegates present. Replying to Governor Stanley's address of welcome, Mr. Johnson said, in part:

"The new law which places the department of labor of the great state of Kansas in the hands of the organized workers of the state is not only something to be proud of, but in my opinion is one of the most progressive steps in the interest of labor that has been accomplished in the nineteenth century. It creates possibilities for labor more far-reaching than the mind can grasp at the first inception. The question arises, Will the laboring men of this state rise equal to the emergency; will they carry these new honors in a sensible, practical and dignified manner, befitting the great trust reposed in them? I feel, sirs, that this will be so; that the laboring people will rise equal to the emergency, as they have ever risen equal to the emergencies in the past, in their great battle for improvement and progress. I have an ever-abiding faith in the organized labor movement in this country, and that, by their intelligence and wisdom they will work out in their own way the vast benefits to labor made possible under this new law. I bid you Godspeed in the great work that lies before you in making the State Society of Labor and Industry one of the greatest and most useful institutions in the state of Kansas."

When we look back over the achievements of the past twelve years, the laws that have been passed, and the safety devices that have been installed, and the hundred and one things that have been done in the interest of the laborer, I think that we can fully realize that Mr. Johnson's trust was well founded.

During the past twelve years we have watched the Society grow, and to-day, with nearly 300 delegates present, it is without doubt the best

organized and best conducted labor society in the United States. Again I want to thank you, governor, for your presence with us and for your kind words of welcome.

Delegate Hal. C. Cowen then asked and was granted unanimous consent to present the following resolution:

Resolution No. 1:

WHEREAS, Organized labor has in its endeavor for the uplift and progress of the toiling masses conscientiously devoted its every effort to secure, through legislation and every other avenue, a proper recognition of its rights; and

WHEREAS, In this effort stubborn opposition on the part of the employer has been encountered, not only in a refusal to recognize the justice of its demands, but in every other subterfuge possible to evade the issue and mislead the general public; and

WHEREAS, In the recent struggle on the part of the United Mine Workers in Kansas to secure adjustment of wages and conditions of employment, which resulted in a suspension of the mining industry, efforts were made on the part of the mine owners to mislead the public generally, and the state officials especially, to the belief that the demands of the miners were unjust and that the mine workers' organization was composed of a lawless class of people, even to the extent of appealing to the governor of the state to send troops to the mining district to maintain order; and

WHEREAS, Upon investigation by the chief executive it was found that such demand was unwarranted and uncalled for, the governor refused to comply with such demand: therefore, be it

*Resolved, by the State Society of Labor and Industry, and the State Association of Miners, in convention assembled, That we heartily indorse such action on the part of the governor in refusing to be dominated by the corporate interests in sending the troops to intimidate the miners; and be it further*

*Resolved, That a committee be appointed to deliver a copy of these resolutions to the governor, and that the same be given the press for publication.*

By Hal C. Cowen and a large number of mining delegates.

On motion, the resolution was unanimously adopted and the following committee appointed to present copy of same to the governor: Hal. C. Cowen, Ralph Deacon, and P. J. McBride.

Secretary Johnson then introduced Prof. Olin Templin, dean of the college of liberal arts and sciences, University of Kansas, Lawrence, who delivered the following address on the subject of "The Foundation of Human Rights":

*Mr. Chairman, Ladies and Gentlemen:* For thousands upon thousands of years the human race has been struggling to improve itself and its conditions. As the result of this sublime struggle it has amassed three fortunes, each of which is now absolutely indispensable to the preservation and welfare of the race. First, it has accumulated a stupendous store of wealth or property—the controllable physical means of living, and living as the race wants to live. I do not know what it amounts to in the aggregate, but it would be a great sum, and without it the race could not continue to exist. This physical wealth is the result of intelligent application of human effort to favorable conditions, and the careful preservation of the surplus.

Then the race has another great treasure in its institutions, its marvelously complicated system of organization and operation, whereby the life of each individual is bound up with the other individuals and the

whole group—the nation, state, church, schools, laws, courts, etc. Without these all men would be savages. These institutions are the ultimate result of ages of effort and experimentation in the attempt to get still better methods of unifying the life of the people.

Then again there is another incalculable race treasure in our established body of rights. These are principles of conduct designed to protect the individual from the encroachments of his fellows. They are the counterpart of institutions, designed as those are to combine the individuals into groups. Without established rights there would be a state of war between men which would shortly extinguish the race.

These three great race treasures—wealth, institutions, rights—and the greatest of the three is—neither. No man could really choose to prefer two of them and give up the third, for without it neither he nor his people could exist.

Now it is of rights that I desire to speak; their origin, nature and ultimate ground. Rights, I have said, are principles of conduct, designed to protect the individual from the encroachments of his fellows. They cover the whole range of human life where there can be conflict or competition. If we should make a list of recognized rights and examine into their character and history we would find they differed radically in their foundation or grounds for acceptance and recognition. Somewhat arbitrarily, rights seem to be divisible into four distinct groups or types. The first is the right acquired by mere possession or occupation—by “limitation,” the real estate men call it; “squatters’ right,” it has been named.

The second is right by popular grant or sanction, but without statutory support.

The third is the right established and enforced by legal enactment.

The fourth I shall call the right by metaphysical presumption. I shall try to make this classification clear by citing some examples.

And first the squatters’ rights, or rights by assumption. In the beginning a man killed game of all kinds, and no one questioned his right to do so. Later the right was abridged, and about every session of every legislature these days considers itself called upon to further abridge it. My grandfather fished in the streams whenever and by any means he preferred. Now I understand that I am about to be told that I may not kill the skunk which I find in my chicken-house, unless it be in a favored month designated by statute. Thus are the squatters’ rights of one generation transformed into the penal offenses of a later one.

At the present time a youth, or his father for him, has the right to choose his own trade or life calling, and no one appears to protest. There has been no formal recognition of this right, but its exercise goes on with neither let nor hindrance. This seems to me a good example of this primitive type of right by assumption, or squatter right. It may seem a foolish fancy, but I am not at all confident that this ancient right will remain with us. You remember that fabulous state described by Plato in which one of the most important things was a commission which decided what should be the calling of the citizens. When we stop to consider the great number of misfits, the large proportion of men who fail or who succeed only passably on account of their having gotten into the wrong vocation, we readily see why Plato provided a wise authority to determine this choice, so important for the individual and for society. I say I can imagine my grandson, or his grandson, appearing by summons before an official board to be measured, weighed, tested, examined, and then by majority vote of the board consigned for life to the farm, railroad, pulpit, bank, schoolroom, or what not. Absurd, you say; but apparently equally absurd things have happened and for less cause, and we now approve them. I am not sure that there are not tendencies in the labor movement the logical termination of which will be the abrogation of the right to select one’s own profession. However, I was merely offering another of

an infinite number of possible examples of the oldest type of right—that by assumption or squatter right.

It is a short distance to the next type, that of right by grant. Indeed the line between them is often indistinguishable. By right by grant I mean a right which is knowingly conceded and more or less formally approved by society. No one has actually told me that I may choose what my boy may do or become, but I know I may claim the right side when I meet you in the road, and all men will approve. Likewise when I go into a railroad coach and you and your baggage fill up an entire seat, I have no doubt about my right to half of that seat, whether you are asleep or awake. I know of no law in these matters, but society has in some manner given its unqualified approval to my claim, and I regard it as a right. These are samples of the second type—right by grant or popular approval. If they have not been given statutory recognition—I suspect they have in some states, I do not know—it is because they have been so firmly established by popular approval that there is no need of such support from the law. There are many such, as you can easily perceive.

In a sense, these rights by grant or popular approval are the best of all. They represent a state of social equilibrium, and therefore social success, by common consent and without force in any form. And what better society can we conceive?

It is no task to make a list of any length of rights of the third type—that of statutory enactment. The law books are full of them. They are mostly rights of the first two types which have received the guaranty of the state; that is, the state has undertaken to define them and under given conditions and by stated procedure to protect the individual in his peaceful enjoyment of them. For example, I have a right to what I have won by contract. The state proclaims it and places its power at my disposal in securing my property. Thus the state collects our private debts for us. Socrates argued against this as being in the long run a source of greater wrong than right, and many thinkers have followed him. The state shows an inclination to retrace its path a little in this matter. As you know, there are many obligations the state will not enforce. Whatever my right on any other ground, in many instances I can not claim my property on statutory ground. We are involved in constant turmoil and uncertainty with regard to these legal rights. They vary with locality and time. I do not know what legal rights I shall have next year until the legislature has adjourned, and even then the courts must construe the acts of the law-making body and that is an uncertain process, too. Some of the simpler and more fundamental rights we try to get legally established out of reach of the mercurial judgment of the people as expressed by their legislative representatives. We do this by building them into the constitution and providing difficult means for its alteration. After the adoption of the constitution of the United States it was found that adequate guaranty of certain much-prized rights had not been provided, so a list of ten amendments was added for the purpose. We have now in course of construction two constitutions, those of New Mexico and Arizona, clearly representing two tendencies in constitution building. The people of New Mexico, having confidence in their future legislatures, have agreed upon a simple form of government embracing a mere outline of fundamental political doctrine. Those of Arizona, apparently anxious to get established permanently many rights which now seem desirable beyond question, have inserted many things which, it is asserted, will be a source of embarrassment to them in the future.

The fact is, we hardly know what rights we want to have established for all time. Sometimes the thing we were willing to fight and die for becomes a matter of little interest to us. It is a question whether the North is as enthusiastic on the substance of the fifteenth amendment as it was forty years ago. Then, too, laws and even constitutions are not all-powerful. During the reconstruction period the famous bill of rights of the federal constitution seemed to have been forgotten, or as Jefferson



said when he bought Louisiana, the constitution was just "locked up" for a time.

What I have said does not seem to adequately explain rights. We feel that a right ought, first and last of all, be *right*, whether it is practiced, customary or legal. We are always engaged in a discussion of the justice or genuineness of some right by assumption, by grant or by statutory enactment. A satisfactory doctrine of rights must go deeper than we have yet gone. This will bring us to the fourth type, which, for want of a better general term, I have called the right by metaphysical presumption. You might prefer to call it the moral right. There seems to be some transcendental reason, not growing out of human experience at all, for some of our rights. "Inalienable," "natural," "divine," "absolute" rights, they have been called. "Life, liberty and the pursuit of happiness" our declaration of independence mentions. Belief in them is the cause of most political upheavals and revolutions. Let me illustrate by means of a very real example. There is now pending before many legislative bodies the question of the recognition of the political rights of women. States and nations are slowly coming to the admission of women to political equality with men. The argument for this demand of women has been based more upon its rightness than its expediency. Government was at one time administered by the man who happened to be on the spot, and when he quit he transferred his authority to another. Democracy was the recognition of the right of the governed to govern, and democracy has prevailed—to a degree. The logic of democracy certainly includes the political equality of the sexes.

Now, the woman demanding the ballot is imbued with an emotional glow essentially religious in character. She feels as positive about the justice of her cause, her actual right not yet legally recognized, as we men do in the assertion of our political rights which have long since been built into the laws and constitutions. Here we have the appeal to the transcendental, the metaphysical, sanction of a right. And when we get this peculiar halo of moral enthusiasm to hang over an ideal right we announce it to be inalienable, natural, absolute, etc. A prominent Kansan recently asserted that women should be granted the suffrage even if it were known that political conditions would as a result become worse rather than better. In other words, he believed women had a natural or moral right to participate in government whether that right was recognized or not, and the effect of the exercise of the right should be a matter of indifference. This is about the way a man feels about his political rights, and a thousand others for that matter. This doctrine of the absolute right, indifferent to all conditions and circumstances, has given us the *grand* life. Heroism is almost always its expression. And it may be well, therefore, that men steadfastly believe that some of their rights, their most important ones, are thus sanctioned and sanctified by some transcendental authority. But if this belief has given us the heroic it has also given us the fanatic. It has given us conflict and much of desolation and war. The South and the North were equally confident of their right in 1860, and would not listen to reason. Lincoln grasped the situation in its full significance and tried to settle the dispute by the purchase of the slaves, but he stood practically alone. The war governor of Kansas lived long enough to speak of the ensuing struggle as "a ghastly blunder." In the great crises through which the race is called upon to pass there is always this conflict of rights, not merely statutory or customary, but metaphysical in their foundation. We face such crises now. Mr. Roosevelt's Osawatimie speech affirmed surprisingly novel rights in opposition to old established ones. Mr. Roosevelt said that a man had no right to his property unless, in getting it, he benefited his fellow man, and Mr. Roosevelt was very much in earnest. He always is. So is the average man who asserts the right to his property he got with no thought of his fellow man. There will be much talk about these things yet.

To my mind the most impressive monument in the state is the old brewery still standing in the edge of the city of Lawrence. In the seventies and early eighties John Walruff was doing a thriving business under the laws of the state and nation. By the adoption of prohibition the state put Walruff out of business and ruined him financially. It was the Walruff case that went to the United States supreme court and established the power of the state to end the traffic in intoxicating liquors without assuming the loss incurred by the individual citizen. In England such a decision would be impossible. Many people think the English method is the more just one. It is safe to say, however, that had the supreme court held that the state was liable for the loss resulting from the suppression of the liquor traffic there would be no prohibition in Kansas or elsewhere. English regard for established rights probably has much to do with the enormous amount of drunkenness there, and may make it impossible ever to remedy the situation.

I cite this as a case in which the state disregarded the right of property which, as well as life, liberty and the pursuit of happiness, seem to be natural, inalienable, rights—rights by metaphysical presumption. The truth is, the inalienable rights are alienable, the absolute rights are relative. Their reference for ground or sanction to some transcendental or metaphysical principle is merely evidence that they are regarded with a strenuous emotion which, as I said before, approximates the religious. Principles of conduct, protecting the individual—or, in other words, human rights—there must be, and they must be regarded as sacred, absolute, inalienable, or what you will. However, in their last analysis they must prove themselves and continue to prove themselves to be means of living and better living for the race, as opposed to the individual as such. It is well for one man to die for the people, or anything else for the people, even though the right to life be sacred. Fortunately most established rights can be enforced and enjoyed with little loss to any and benefit to all, but in every instance the moment may come when the right is more honored in the breach than in the observance. In other words, rights, even the grand ones, were made for man, not man for them. Rights are the recognized principles of life which the race has found and is finding by experience to be *well for the race as a whole*. Unquestionably new rights will arise in the future even as they have in the past, and some of those we now have will pass away. Those which continue to help humanity on its way will endure even if it be found necessary to lock up all the constitutions.

It sounds like sacrilege to question the final validity of our established rights, products as they are of the herculean struggles of all humanity through the ages. Venerable as they are in their service, rights are not to be discredited until they are beyond doubt antiquated and useless or injurious. Then let them be laid away with due honor and a true account of their service be engrossed in the annals of civilization.

The Committee on Credentials—having been previously appointed by President McAllister, as follows: A. C. Sloan, Musicians, Topeka; P. J. Hiett, Boiler-makers, Pittsburg; Wm. Porter, Plumbers, Topeka; B. G. Baird, Machinists, Topeka; and Joe Clark, Miners, Mineral—reported as follows:

*Mr. President and Members of the Thirteenth Annual Convention of the State Society of Labor and Industry:* We, your Committee on Credentials, beg leave to report that we have examined the credentials filed with the secretary, and find that the following list of delegates are entitled to seats in this convention, as being credentialed according to law. The seat of Arch Ure, delegate from U. M. W. of A. No. 1074, Burlin-

game, is contested by Jno. C. McFarlan. Your committee has wired to the officers of the local and will report their decision later.\*

Respectfully submitted.

(Signed) A. C. SLOAN, *Chairman*,  
P. J. HIETT, *Secretary*,  
W. L. PORTER,  
JOE CLARK,  
B. G. BAIRD,  
*Committee.*

NOTE.—The following list of delegates includes those for whom credentials were received later during the convention, and which were acted upon favorably by the Credentials Committee and seated by the convention, making a total of 276 delegates entitled to seats.

**Amalgamated Sheet Metal Workers:**

No. 20, Wichita, delegate, Perry McDow.

**Amalgamated Street and Electric Railway Employees:**

No. 497, Pittsburg, delegate, John Riley; alternate, C. D. Watson.

**American Federation of Musicians:**

No. 36, Topeka, delegate, A. C. Sloan.

No. 467, Mulberry, delegate, James Pope.

**Bricklayers' and Masons' International Union:**

No. 26, Independence, delegate, John Hoggatt; alternate, E. L. Ingram.

No. 6, Iola, delegate, J. H. King; alternate, Allyn Boughton.

No. 10, Lawrence, delegate, A. E. Lowrey; alternate, D. H. Vaughn.

No. 3, Topeka, delegate, Thos. Flynn; alternate, Jas. Fitzgibbons.

No. 14, Salina, delegate, J. A. Ferm; alternate, C. A. Nelson.

**Brotherhood of Painters, Decorators and Paper-hangers of America:**

No. 229, Kansas City, delegate, C. W. Watson; alternate, D. F. Hawkins.

No. 96, Topeka, delegate, W. L. O'Brien; alternate, F. A. Warren.

No. 326, Pittsburg, delegate, Bert Broadhurst.

**Brotherhood of Boiler-makers and Iron Shipbuilders and Helpers of America:**

No. 523, Pratt, delegate, S. T. Sample.

No. 292, Parsons, delegate, E. N. Hiatt; alternate, Wm. Spicker.

No. 221, Pittsburg, delegate, P. J. Hiatt; alternate, R. A. Lines.

No. 34, Topeka, delegate, W. L. A. Johnson; alternate, Jesse Barraclough.

**Railway Trainmen:**

No. 434, Atchison, delegates, L. M. Baker, J. G. Malone; alternates, R. E. Davy, L. T. O'Conner.

No. 763, Cherokee, delegate, A. Fulton.

No. 547, Council Grove, delegate, H. L. Isbell; alternate, Thos. Sinnott.

No. 96, Dodge City, delegate, F. A. Hobbie.

No. 17, Fort Scott, delegate, Oliver Winters; alternate, R. M. Coe.

No. 155, Herington, delegate, B. W. Alward.

No. 564, Hoisington, delegate, J. C. Wood.

No. 567, Pratt, delegate, Geo. A. Childers; alternate, F. P. Alford.

No. 48, Topeka, delegate, J. A. Bostic.

No. 356, Wichita, delegate, A. A. Roe; alternate, W. E. Thomas.

No. 391, Neodesha, delegate, C. D. Williams.

No. 281, Kansas City, delegate, J. W. Cash.

---

\* Credentials Committee reported later that delegate Ure was entitled to seat.

**Brotherhood of Locomotive Firemen and Enginemen:**

- No. 298, Kansas City, Kansas, delegate, C. W. Spalding.
- No. 31, Atchison, delegate, Volley Larsen.
- No. 205, Topeka, delegate, H. B. Conwell.
- No. 153, Fort Scott, delegate, E. J. Dunham; alternate, T. N. McKillop.
- No. 330, Kansas City, delegate, C. C. Jenkins.
- No. 374, Herington, delegate, Amos E. Finch.
- No. 24, Parsons, delegate, T. S. Parsons.
- No. 376, Horton, delegate, W. H. Klecan.
- No. 498, Pittsburg, delegate, W. R. Gilley.
- No. 255, Arkansas City, delegate, G. A. Pringle.
- No. 400, Osawatomie, delegate, W. A. Richardson.
- No. 669, Kansas City, delegate, D. E. Williams.

**Brotherhood of Locomotive Engineers:**

- No. 237, Fort Scott, delegate, B. F. Cooper.
- No. 422, Goodland, delegate, P. J. McBride.
- No. 261, Herington, delegate, A. S. McAllister; alternate, Wm. W. Campbell.
- No. 708, Kansas City, delegate, C. G. Mee; alternate, John A. Carter.
- No. 527, Pittsburg, delegate, W. O. Van Pelt.
- No. 396, Kansas City (Argentine), delegate, Myer Hurley; alternate, H. A. Poley.
- No. 234, Topeka, delegate, J. E. Thomas.

**Brotherhood of Railway Carmen of America:**

- No. 353, Kansas City, delegate, H. D. Allison.
- No. 363, Kansas City, delegate, Harry L. Carter; alternate, A. K. Aholtz.
- No. 44, Kansas City, delegate, W. F. Donaldson.
- No. 54, Fort Scott, delegate, Wm. T. Blincoe; alternate, Wm. E. McKinley.
- No. 84, Herington, delegate, Daniel B. Elm.
- No. 87, Horton, delegates, S. M. Bentley, F. G. Miller; alternates, L. F. Acker, J. W. Hancock.
- No. 157, Newton, delegate, J. W. Rishel; alternate, Wm. Kyner.
- No. 153, Parsons, delegate, P. W. Bolton; alternate, Geo. F. Wick.
- No. 21, Pittsburg, delegates, G. A. Schultz, J. H. Witaschek; alternates, W. W. Mallory, A. H. Bales.
- No. 4, Topeka, delegate, F. O. Elliot; alternate, Fred Painter.
- No. 202, Cherokee, delegate, John Holliday.

**Cigarmakers' International Union:**

- No. 36, Topeka, delegate, Frank Curry; alternate, W. H. Johnson.

**Coopers' International Union:**

- No. 18, Kansas City, delegate, W. R. Deal.

**Central Bodies and Trades Councils:**

- Atchison, delegate, Fred Brashay.
- Independence, delegate, Edwin A. Silger; alternate, W. A. Burton.
- Kansas City, delegate, S. A. Bramlette.
- Coffeyville, delegate, H. Howard; alternate, W. S. Watson.
- Leavenworth, delegate, W. W. Magner; alternate, Frank Williams.
- Mulberry, delegate, Ed Swigart.
- Pittsburg, delegate, James Sherwood; alternate, John Gore.
- Topeka, delegate, W. L. Porter; alternate, W. H. Kerle.
- Wichita, delegate, H. W. Sloan; alternate, O. Monteith.

**International Brotherhood of Bookbinders:**

- No. 23, Topeka, delegate, Louis Miller; alternate, Gus. Arnold.

**International Brotherhood of Blacksmiths and Helpers:**

- No. 161, Fort Scott, delegate, F. Delange; alternate, Charles Kern.
- No. 66, Kansas City, delegate, D. H. Clark.
- No. 149, Pittsburg, delegate, J. A. Dickerson; alternate, Geo. M. Gorbett.

**International Alliance Theatrical Stage Employees:**

- Provisional Branch Z, Topeka, delegate, Clyde O. Tresner.

**International Association of Machinists:**

- No. 202, Fort Scott, delegate, Ray Williams.
- No. 293, Parsons, delegates, L. A. Hartley, Thos. Hill; alternates, M. J. Smith, D. K. Watson.
- No. 24, Topeka, delegate, B. G. Baird; alternate, Frank Greenwood.

**International Printing Pressmen's Union:**

- No. 24, Topeka, delegate, Wm. Pierce.
- No. 197, Leavenworth, delegate, C. F. Hamlin.

**International Typographical Union:**

- No. 243, Hutchinson, delegate, S. B. Scott; alternate, Harold E. Grey.
- No. 148, Wichita, delegate, Walter Blake.
- No. 121, Topeka, delegate, J. J. McConville.
- No. 45, Leavenworth, delegate, W. B. Shaughnessy; alternate, Fred Metschan.

**International Photo-engravers' Union:**

- No. 41, Topeka, delegate, Homer Law; alternate, Walter Legg.

**International Brotherhood of Electrical Workers:**

- No. 226, Topeka, delegate, W. E. Robbins; alternate, A. Tucker.
- No. 144, Wichita, delegate, Phil. Sadler; alternate, Frank T. Mitchell.

**International Brotherhood of Teamsters:**

- No. 140, Leavenworth, delegate, Geo. B. Edgell; alternate, H. W. January.
- No. 348, Fuller, delegate, J. T. Hembree.
- No. 184, Pittsburg, delegate, Thos. Starkey.
- No. 357, Mulberry, delegate, John Pelegrino.

**Journeyman Tailors' Union:**

- No. 120, Topeka, delegate, August Chincholl; alternate, Joseph M. Haskins.

**Journeyman Bakers' and Confectioners' Union:**

- No. 271, Topeka, delegate, C. H. Kerle; alternate, Earnest Rost.

**Journeyman Stone-cutters' Association:**

- Topeka, delegate, Kenneth Steen; alternate, Douglas Stewart.

**Journeyman Barbers' International Union:**

- No. 185, Kansas City, delegate, D. T. Hawkinson.
- No. 231, Pittsburg, delegate, Ed Delaney.
- No. 25, Topeka, delegate, Henry Wolf; alternate, Ed Sheard.
- No. 87, Leavenworth, delegate, Frank Williams.

**Order of Railway Conductors:**

- No. 28, Atchison, delegate, Wm. S. Steadman; alternate, Harry S. Bowen.
- No. 276, Goodland, delegate, J. S. Walsh.
- No. 161, Parsons, delegate, A. S. Lucas; alternate, C. D. W. Schwetke.

- No. 179, Topeka, delegate, Chas. A. Horn.
- No. 165, Fort Scott, delegate, C. H. Danner.
- No. 245, Arkansas City, delegate, Nelson George; alternate, G. A. Cox.
- No. 298, Herington, delegate, Fred Palmer; alternate, G. J. Callahan.

**Operative Plasterers' International Association :**

- No. 44, Topeka, delegate, J. M. O'Brien; alternate, E. L. Newberry.

**Order of Railroad Telegraphers :**

- No. 31, Coffeyville, delegate, H. J. Mohler.

**Retail Clerks' International Protective Association :**

- No. 251, Topeka, delegate, George M. Buchanan; alternate, I. W. Burdick.
- No. 1241, Mulberry, delegate, James Currey.

**United Brotherhood of Carpenters and Joiners of America :**

- No. 918, Manhattan, delegate, W. I. Miller; alternate, J. H. Edelblute.
- No. 1898, Girard, delegate, L. C. Sturgeon; alternate, Charles Thompson.
- No. 663, Junction City, delegate, Chas. E. Porter; alternate, M. S. Baker.
- No. 1212, Coffeyville, delegate, T. P. Menton; alternate, W. S. Watson.
- No. 1780, Salina, delegate, Erle Morgan; alternate, P. S. Solden.
- No. 253, Kansas City, delegate, James Snideman.
- No. 942, Fort Scott, delegate, E. B. Ragsdale; alternate, W. S. Huff.
- No. 915, Horton, delegate, J. E. Vanderslice; alternate, D. H. Carpenter.
- No. 1587, Hutchinson, delegate, C. S. Thomas; alternate, B. F. Reger.
- No. 1198, Independence, delegate, J. H. Shepherd; alternate, W. W. Roach.
- No. 123, Iola, delegate, Pratt Williamson; alternate, J. R. Laughlin.
- No. 168, Kansas City, delegates, Wm. Morse, S. E. Pefley; alternates, L. B. Twichell, A. J. Quick.
- No. 458, Lawrence, delegate, J. L. Harris; alternate, T. J. Healey.
- No. 1730, Neodesha, delegate, B. H. Wagar; alternate, S. A. Hostetter.
- No. 1022, Parsons, delegate, George G. Lynd; alternate, John D. Chambers.
- No. 561, Pittsburg, delegate, E. P. Livingston.
- No. 1445, Topeka, delegate, Geo. W. Keesee; alternate, S. J. Crume.
- No. 201, Wichita, delegates, Charles Rochelle, J. L. Gregg, H. Stubbs, Oscar C. Scharr; alternates, E. R. Drake, C. A. Hamlin, P. M. Bartholemew, O. Montieth.
- No. 721, Newton, delegate, Reed Crandall; alternate, F. A. De Walt.
- No. 1554, Mulberry, delegate, John E. Wise.
- No. 1224, Emporia, delegate, G. E. Blakeley; alternate, T. E. Johns.

**United Association of Plumbers :**

- No. 366, Kansas City, delegate, Chas. J. Trautwein; alternate, Wm. Steinmetz.
- No. 165, Topeka, delegate, Chas. Quinche; alternate, Fred Brown.
- No. 431, Independence, delegate, Wm. Robertson.

**United Powder and High-explosive Workers of America :**

- No. 122, Columbus, delegate, Harry Mehaffey; alternate, Jim Kirk.

**United Brotherhood of Leather Workers on Horse Goods :**

- No. 44, Wichita, delegate, W. E. Bryan; alternate, H. E. Kohn.

**United Garment Workers of America:**

- No. 226, Topeka, delegate, Mrs. Lulu Scoville; alternate, Amelia Slough.
- No. 158, Fort Scott, delegate, Miss Sarah Harless.
- No. 168, Arkansas City, delegate, Miss Zula J. Taylor.

**United Mine Workers of America:**

- No. 33, Mulberry, delegates, W. M. Tracy, A. H. Carl, Shelt Reeder; alternates, Wm. Vernon, Ed Reeder.
- No. 40, Mulberry, delegate, W. A. Johnson.
- No. 85, Stippville, delegates, Lester Sasselman, Andrew Britton; alternates, H. Hopkins, Francis McDonald.
- No. 127, Chicopee, delegates, Jas. Mehan, Chas. Scavezio; alternates, P. J. Keegan, Emil Pilizzi.
- No. 135, Frontenac, delegates, Geo. Murphy, John Fleming, Louis Cipelli; alternates, Jas. Hay, Lewis Lewis, James Gallagher.
- No. 210, Weir, delegates, John Craddock, Ralph Deacon, Amos Greenwood, Alex Dixon.
- No. 219, Pittsburg, delegates, John Gore, Louis Bouland, Joe Delaney, Chas. Rumeestch; alternates, Tom Starkey, Tom Cunningham, Ed Delaney, Bert Broadhurst.
- No. 273, Turk, delegates, A. E. Grice, Jas. Skahan, W. F. Symes, Thos. Skahan, sr.; alternates, Geo. Newbury, Tom Ligon, Ed Elephant.
- No. 434, West Mineral, delegate, O. A. Hudson.
- No. 444, Frontenac, delegates, A. Wilson, Jas. Delaney; alternates, Jas. Harvey, C. Purgatorio.
- No. 445, Nelson, delegates, John Thomas, James Storey.
- No. 498, Scammon, delegates, Ed Manning, Chas. Ferguson; alternates, Hal Cowan, John W. Richardson.
- No. 501, Curranville, delegates, A. B. Brooks, Jas. Allister; alternates, Doyle McLaughlin, Robt. Foster.
- No. 528, Weir, delegate, John McGill; alternate, Joseph Adamson.
- No. 533, Midway, delegates, George Bousfield, Evan Evans.
- No. 544, Scranton, delegates, Robt. Morris, Oscar Little; alternates, Wm. Firth, Elmer Kilgore.
- No. 569, Mineral, delegates, Owen Doyle, Joe Ryan, Joe Clark, Ed Welsh, John Moran, Daniel Harrigan, Hugh Harrigan; alternates, Daniel Duffy, Wm. Hamilton, Noel Hubert.
- No. 588, Breezy Hill (Mulberry), delegate, Frank Rebachie.
- No. 589, Yale, delegates, A. McAnally, Antone Rupor.
- No. 597, Scammon, delegates, John McGraw, Peter Braidwood, Joe Leroy, E. T. Fitzgibbon.
- No. 679, Leavenworth, delegates, Victor Zalewski, Vince Sawazski, Joseph Gorski.
- No. 735, Yale, delegate, Wm. Hambree.
- No. 760, Scammon, delegates, E. W. Bigham, Edward Barrett.
- No. 960, Fuller, delegates, Richard F. O'Brien, Chas. Javella.
- No. 1009, Osage City, delegates, Jas. McLeod, Oscar Boline; alternates, Joseph Sennett, John Berg.
- No. 1014, Boicourt, delegate, Wm. Leigh; alternate, Elmer Jones.
- No. 1074, Burlingame, delegate, Arch Ure; alternate, Wm. Chalmers.
- No. 1088, Chicopee, delegate, John Gilday.
- No. 1094, Skidmore, delegate, Marcell Formont.
- No. 1212, Croweburg, delegates, A. C. Gallagher, Andy Richardson, R. L. Moss; alternates, Jack Barton, B. Beirdbrout, Alfred Herbert.
- No. 1288, West Mineral, delegates, John C. Fulton, August Frere; alternates, Chas. Zeigra, Alphonse Deneve.
- No. 1429, Leavenworth, delegates, Fred Lange, Wm. Jinken; alternates, Chas. Perch, Wm. Smart.

- No. 1580, Ashley, delegates, Sam Kynion, Geo. Pierce; alternates, M. L. Clark, Walter Lightsey.
- No. 1611, Leavenworth; delegates, Joe Loboda, John Thomas; alternates, John Meyers, James Graham.
- No. 1661, Weir, delegate, Mall. Lyons; alternate, James Potter.
- No. 1674, Weir, delegate, Winslow Stickles.
- No. 1697, West Mineral, delegate, John T. Leveque; alternate, Howard Roberts.
- No. 1701, Peterton, delegate, Wm. Harvey; alternate, Pat O'Maley.
- No. 1790, Pleasanton, delegate, Chas. Leonard.
- No. 1765, Stone City, delegates, Ernest Brown, W. A. Miller; alternates, Chas. Stroppy, John Finlay.
- No. 1820, Roseland, delegate, Lee Laster; alternate, Ara Slaughter.
- No. 1835, Frontenac, delegate, Thomas Cunningham.
- No. 1858, Leavenworth, delegates, John Martin, W. T. Lewis.
- No. 1884, Curranville, delegate, Wm. Greek.
- No. 1896, Curranville, delegate, Andrew Ryder; alternate Fred Hefton.
- No. 1922, Croweburg, delegates, Joe Busse, Sam Buchanan.
- No. 1990, Mulberry, delegates, Hugh Bevins, Wess Graves, A. R. Keller; alternates, Chas. Swigart, Frank Swigart, Chas. Tonkin.
- No. 1963, Radley, delegate, Loren E. Blair.
- No. 2286, Chicopee, delegate, Ed Flynn.
- No. 2289, Cherokee, delegate, O. L. Reynolds; alternate, Chas. Collins.
- No. 2302, Mulberry, delegate, Warren Pippen.
- No. 2333, Arcadia, delegate, Walter Baldwin.
- No. 2371, Mineral, delegates, Patrick Darraugh, Joe Cumiskey.
- No. 2359, Frontenac, delegates, Fred Masheda, Wayne Neet.
- No. 2377, Fostoria, delegate, Wm. McMurdo.
- No. 2425, Hamilton, delegate, A. A. Knapp.
- No. 2455, Franklin, delegate, J. W. Vendel; alternate, Wm. Harvey.
- No. 2524, Cherokee, delegate, Hal C. Cowan.
- No. 2620, Fleming, delegate, Frank Collins.
- No. 2624, Girard, delegate, Mat. O'Donnell.
- No. 2635, Dunkirk, delegates, Ed Van Brabant, Mat Shoe; alternates, Ernest Bidell, Paul Herbine.
- No. 2662, Carona, delegate, James Robertson.
- No. 2673, Radley, delegate, Chas. Ritchey.
- No. 2714, Mulberry, delegate, John Shaffer.
- No. 2771, Radley, delegate, Leon Deloney.
- No. 2798, Mulberry, delegate, Chas. Harvey.
- No. 2827, Fuller, delegates, John Groom, C. Renison; alternates, James Morris, John Bradley.
- No. 2839, Frontenac, delegate, John Talletti.
- No. 2851, Gross, delegate, David Jenkins; alternate, Ben Holtsclou.
- No. 2852, Radley, delegates, John Jackson, Leon Besson; alternates, Antony Brassatt, Robert Laws.
- No. 2858, Franklin, delegate, L. H. Rowe.
- No. 2864, Scammon, delegate, Thos. Richardson.
- No. 1294, Mineral, delegate, E. F. Kelley; alternate, E. J. Manning.
- No. 267, Mulberry, delegates, Wm. Edwards, Morris Dunfee.
- No. 2330, Mulberry, delegate, Matthew Redpath.

#### Wood, Wire and Metal Lathers:

- No. 132, Topeka, delegate, Joseph Florence; alternate, Wm. Cortny.

On motion, the report of the Credentials Committee was adopted and the delegates seated.

The certified list of delegates was then delivered to the secretary, who proceeded to call the roll, after which, on motion, the convention adjourned until 1:30 P. M.



## AFTERNOON SESSION, FEBRUARY 6, 1911.

Convention was called to order at 1:30 P. M. by President McAllister, who thereupon announced the appointment of the standing committees, as follows:

*Credentials Committee* (5 members): A. C. Sloan, Musicians, Topeka (chairman); P. J. Hiatt, Boiler-makers, Pittsburg; Wm. Porter, Plumbers, Topeka; B. G. Baird, Machinists, Topeka; Joe Clark, Miners, Mineral.

*Committee on Constitution* (7 members): Ed Manning, Miners, Weir City (chairman); Perry McDow, Sheet Metal Workers, Wichita; J. A. Fern, Bricklayers, Salina; Amos E. Finch, Firemen, Herington; D. H. Clark, Blacksmiths, Kansas City; Geo. W. Keese, Carpenters, Topeka; S. F. Sample, Boiler-makers, Pratt.

*Committee on Ways and Means* (7 members): Miss Lulu Scoville, Garment Workers, Topeka (chairman); Jas. E. Thomas, Engineers, Topeka; L. M. Baker, Trainmen, Atchison; A. B. Lucas, Conductors, Parsons; Wm. Morse, Carpenters, Kansas City; W. W. Wagner, Central Labor, Leavenworth; Jno. Riley, Street Car Men, Pittsburg.

*Auditing Committee* (3 members): Hal C. Cowan, Miners, Weir (chairman); J. L. Gregg, Carpenters, Wichita; W. H. Klecan, Firemen, Horton.

*Committee on Resolutions* (7 members): S. E. Pefley, Carpenters, Kansas City (chairman); W. R. Deal, Coopers, Kansas City; F. O. Elliott, Carmen, Topeka; Harold Gray, Printers, Hutchinson; P. J. McBride, Engineers, Goodland; Henry Wolf, Barbers, Topeka; Jno. Craddock, Miners, Weir.

*Committee on Officers' Reports* (3 members): A. A. Roe, Trainmen, Wichita (chairman); Geo. G. Lynd, Carpenters, Parsons; P. J. Keegan, Miners, Chicopee.

President McAllister then called Mr. Chas. Rochelle, vice president, to the chair, who presided throughout the remainder of the afternoon session.

The next order of business being "Officers' Reports," the report of the commissioner of labor on current work was read by the commissioner, W. L. A. Johnson, as follows:

*To the Officers and Delegates, greeting:* We again have the opportunity to present for your consideration a brief review of the current work of the Bureau of Labor and Industry and Factory Inspection. In presenting these brief reviews annually of the work performed and under way during the year, we have been strongly impressed each recurring year with the continued growth, importance and responsibilities involved upon your commissioners in carrying out the duties laid upon the bureau, which duties have continually increased by the enactment of new laws and the enlargement of powers and scope placed in the hands of your officers. This fact has been one of gratification and satisfaction, because it has shown a continued recognition by our law-making powers and administrative officers in behalf of labor. Coincident with this constantly enlarging power, however, there has gone a constantly

increasing responsibility and duty, which it has been our purpose to meet as far as it lay within our power, to the end that the hosts of labor might reap the benefits and reward of their energies in giving this splendid institution their unstinted support and best energies during the last twelve years, for, as a pleasing coincident, we find that the State Society of Labor, convened for the first time twelve years ago to-day, on February 6, 1899. In our report on that occasion I congratulated organized labor in Kansas for the extended auspices under which it was then assembled. I will quote briefly from that same prophetic report for your edification:

"The new law which places the department of labor of the great state of Kansas in the hands of the laboring people of this state is not only something to be proud of, but in my opinion is one of the most progressive steps in the interest of labor that has been accomplished in the nineteenth century. It creates possibilities for labor more far-reaching than the mind can grasp at the first inception. The question arises, Will the laboring men of the state rise equal to the emergency, will they carry these new honors in a sensible, practical and dignified manner befitting the great trust reposed in them? I feel, sirs, that this will be so; that the laboring people will rise equal to this emergency, as they have ever risen equal to the emergencies in the past, in their great battle for improvement and progress. I have an ever-abiding faith in the organized labor movement in this country, and that by their intelligence and wisdom they will work out in their own way the vast benefits to labor made possible under this new law. . . . I bid you Godspeed in the great work that lies before you in making the State Society of Labor and Industry one of the grandest and most useful incidents in the state of Kansas."

While the above remarks were wholly prophetic in their view, yet they were based upon an intimate knowledge and belief that the organized labor movement of Kansas would make good under this law, then new and untried, and it is a matter of extreme satisfaction and gratification to me personally, as it must be to each and all of you, to be able by this splendid presence here to-day to vouchsafe an affirmative answer to the prophecy made twelve years ago to-day to the initial meeting of this organization. You are fully aware of the continued expansion and growth of the work conferred upon the bureau and made necessary by the enactment of new legislation; the increase in the numerical force of officers and assistants; the increase in appropriations for carrying on the work; the enlarged field of investigation; the collection of statistics; factory and fire-escape inspection; enforcement of labor laws; investigation; conciliation and mediation in strikes and labor difficulties. These and a multitude of new duties that have multiplied from year to year, with all of which you are more or less familiar, and which have given a stability and standing to the Bureau of Labor under the guidance and support of our splendid State Society of Labor, all of which I am sure is truly gratifying to those who have the true interest of labor at heart.

#### CURRENT WORK.

The twenty-sixth annual report of the bureau for the year 1910, which is soon to go to the printer, will present some of the routine investigations heretofore carried on, but with new methods, more comprehensive comparisons and more complete analyses, and, we believe, with better final results, which are the results of improvement derived from the experience of years.

*Wage-earner Statistics:* Among the more important investigations is that of wage-earner statistics, covering the question of hours, wages, and days employed per annum. Our investigations in this class of statistics in the building trades have been especially comprehensive, and have shown some splendid results, covering a scope of 92 cities in the state,

and the data obtained covers specifically 9,418 tradesmen reported upon by contractors as employers, and 16,993 tradesmen reported upon by mechanics. These trades embraced 14 trades in the building industry, and were divided as to data between first-class and second-class workmen as to wages, also as to organized and unorganized workmen; in this manner covering 30 organized cities and 62 unorganized cities. The ratio as to organized and unorganized in the matter of wages, days shown, ranges from two, five, seven, eleven to as high as nineteen cents per hour greater for organized workmen than for unorganized workmen. While the working day is almost wholly an eight-hour day for the organized workmen, a nine and ten-hour day prevails for the unorganized. The working days per annum are approximately the same; thus are the advantages of organization demonstrated beyond question.

Another investigation, among railway employees in the transportation department, will cover the rate per mile, percentage of increase and decrease, average number of hours going over the division, estimated round trips per month, earnings and working hours with respect to certain specific runs. This data will cover investigations on six railroads, and is expected to be of special importance to railway employees.

#### FACTORY AND FIRE-ESCAPE INSPECTION.

The results of our factory-inspection work during the year has been most comprehensive and satisfactory in far-reaching results. In factory inspection alone 169 cities, located in 83 counties, have been covered, and the number of establishments inspected was 1801, with 863 reinspections, or a total number of inspections made of 2664, making an average of practically 1332 inspections for each of the two inspectors in the field. In addition to this, a vast amount of their time has been taken in investigations of violations of child-labor laws, eight-hour laws and other labor laws referred to them by the department because of their proximity to the scene of action. The benefits of the inspection work has covered male wage-earners to the number of 51,984; female wage-earners to the number of 5633, and children employed within the limits of the child-labor law to the number 181, or a total of 57,798 who have received the benefits of inspection work in the interest of safeguarding dangerous machinery and securing sanitary conditions surrounding their employment, as compared with the total of 47,256, of which 6539 were women and 507 were children, for the year 1909, showing these results: 10,542 increase in persons employed, with a decrease of 326 children and a further decrease of 906 women. Seven hundred and forty-seven reinspections were made in the interest of these matters, such as safeguarding machinery, elevator shafts, better sanitation and ventilation, exits, fire-escapes, etc.

In addition to the ordinary inspection of machinery, the department, through its office force, has received the reports from fire chiefs, fire marshals, city and town marshals of 359 cities out of 540 cities in the state. The difference between these numbers represents the smaller hamlets and villages, in the main, who have reported nothing to report. It is a pleasure to say that of the first-class cities 100 per cent reported; of the second-class cities 95 per cent have reported; thus showing the thoroughness with which the operation of the fire-escape law has been carried forward. The total number of inspections and reinspections coming under the supervision and review of the department was 2216. Of the total number of inspections made, about 54 per cent were found to be fully equipped from previous recommendations, while the remainder were subject to further recommendations in compliance with the law as a result of reinspection. Of these recommendations 979 were made by the fire marshal and 803 by the factory inspector, or total recommendations made in the enforcement of the fire-escape law of 1782.

**INDUSTRIAL ACCIDENTS.**

The limited operation of the accident law, by reason of a defect in the statute making it apply only to defective machinery or material in use, resulted in only 422 accidents being reported. These cover the injury of 485 persons, 69 of which were fatal. Distributing the responsibility for these accidents, we find that of the number injured 151 were caused by negligence on the part of the injured party; 53 by negligence of fellow servants; 101 by defective, faulty or unguarded machinery. In the case of 180 the responsibility was not located. In all cases where circumstances required it, personal investigations were made and recommendations issued to prevent a recurrence of such accidents. To remedy the present defect in the law the department has presented a new accident bill to the legislature, which will require all industrial accidents occurring in industrial establishments where machinery is used, or new buildings in course of construction, to be reported, thus overcoming the weakness in the present statute.

**LABOR ORGANIZATIONS.**

The reports from labor organizations have been more prompt and responsive than heretofore. Our records show 475 local labor organizations and 16 central bodies, or a total of 491 organizations within the state. The local labor organizations are distributed among 48 separate craft organizations, while the membership as reported from time to time shows a considerable fluctuation, ranging from 27,600 to 40,000 members.

**STRIKES AND LABOR DIFFICULTIES.**

The state has been singularly free from strikes and labor difficulties during the past year, with two exceptions: One involving a suspension of the United Mine Workers in districts Nos. 14 and 25, a part of whose jurisdiction extended into the state of Kansas, and involving approximately 11,000 members. This suspension was incident to the expiration of their contract, April 1, 1910, when a new contract was signed September 19, 1910, after a suspension of five months and nineteen days in the coal-mining industry. It may be stated incidentally that a similar suspension affected districts Nos. 21 and 25 of Missouri, Arkansas and Oklahoma during the same period. It is but fair to say that the officials of the department rendered every assistance possible with a view of mediation and conciliation in terminating this long and costly controversy.

The other strike of importance was that of the Missouri Pacific Railroad, which occurred among the machinists in the mechanical department, May 2, 1910, and on October 21 extended to the boiler-makers and helpers, blacksmiths and helpers and sheet-metal workers in the mechanical department, thus becoming a metal-trades strike under the auspices of the metal-trades department of the A. F. of L., the cause of which grew out of disagreement over rules and regulations governing employment, and affecting thousands of employees on the road outside of Kansas as well as within the state. A full and satisfactory agreement was signed by the company and the men on December 19, 1910.

**ENFORCEMENT OF LABOR LAWS.**

Activities of the department have been engaged during the past year in the investigation of a large number of violations, or alleged violations, of labor laws and the prosecution of such cases as seemed proper to secure a wholesome respect for the law. Under the head of child-labor law enforcement, 76 cases were investigated, 21 prosecutions were entered upon, and 15 convictions secured; 4 cases were dismissed with the consent of the department for either lack of proper evidence or other good and sufficient cause; 2 were acquitted; total amount of fines and costs, \$537.40. All other cases investigated were adjusted without prosecution. Under this head it may be proper to say that the department has secured a genuine and wholesome observance of the statute in what it believes to be

a moderate and reasonable manner. There has developed little genuine opposition to the child-labor statute when fully understood, with a certain few exceptions, notably theaters and picture shows. This opposition has become manifest since the legislature convened by the introduction of a bill known as house bill No. 648, by Representative Kerr, of Independence. The bill was submitted to the undersigned and to the joint legislative committees, and I had the honor to address the following reply to Representative Kerr, indicating our position with regard to the same:

"January 25, 1911.—*Hon. C. H. Kerr, House of Representatives, Topeka, Kan.*: DEAR SIR—I hand you herewith the proposed bill regulating the employment of children in theaters and places of amusement. I have conferred with the legislative committee representing the State Society of Labor and Industry, the legislative committee representing the State Federation of Labor, and the legislative committee representing the Brotherhood of Railway Trainmen, and have given the matter very careful and earnest consideration.

"That part of the bill prohibiting certain classes of employment, referred to in paragraphs 1 to 4, in section 1, are already under the present statutes of this state. Therefore the section exempting the application of the proposed bill from 'any child as a singer or musician in church, school or academy, or in teaching or learning the science or practice of music, or as a musician in any concert or any theatrical exhibition, with the consent of the mayor of the city,' in my judgment, and in the judgment of the entire committees above referred to, opens the question of employment of children of any age whatever in theaters and places of amusement in such a way that every theater, picture show, nickelodeon or other place of amusement of whatever character, so long as it was allowed to run by the police, and it would subject a vast army of children to the abuses resulting from unrestrained employment of children under such circumstances. The committees appreciate that in the restriction of the child-labor laws some worthy child must be sacrificed for the good of the greater army of children who cannot be otherwise protected against the avarice and greed of commercialism unless such sacrifice is made.

"I have on file in this department the results of investigations made of cases where applications have been made for permits for children to be employed in picture shows and theatrical productions where the law, which seems harsh in some cases, has served to save little girls of tender years from menacing influences following the vocation of a picture-show singer, and I am satisfied that the protection and safeguards thrown around this class of children in these cheaper and more questionable character of shows is of greater compensation to society than the loss occasioned by the restriction of the precocious child who may eventually reach the domain of a great singer or actor, and I believe that the fathers and mothers of this state who have the real genuine parental interest in the future welfare of their children, and all those students of sociology who recognize the value of future citizenship, will agree that the loopholes in this bill that would enter into the control and preservation of child life, which is proposed by this bill, would be harmful and would be against the best interest of society.

"Referring to the fact that the proposed bill is a copy of the present New York law, I find that the labor commissioner of New York, referring to the enforcement of the child-labor law and prosecutions thereon, in his report makes this significant comment with reference to the enforcement of the child-labor law of New York: 'But in reducing unintentional violations due to carelessness we have not made progress proportionate to our efforts, for the magistrates too generally regard such offenses, even where serious and continued after repeated warning, as "technical," have accepted unsworn and untrue statements of mitigating circumstances as defenses without hearing the inspectors to contradict them, and have dismissed the strongest cases against the worst offenders, and thereby indirectly rebuked the inspectors for bringing them.'

"Again it is pointed out that other manufacturing interests, profiting by the experience and by the success of this measure, will seek to make still further exemptions in the child-labor law. In conclusion, I feel that it is proper to say that it is the judgment of this department and of the committees referred to above that this bill should not be introduced, and every effort should be made, if introduced, to prevent its passage. Yours very truly.—(Signed) W. L. A. JOHNSON, *Commissioner of Labor*."

This bill is still in the hands of the committee and should have the careful consideration of this convention.

Fifty-nine cases of alleged violation, which seemed willful and malicious, were prosecuted, resulting in fines and costs of \$80; another prosecution under the eight-hour law was instituted, in the nature of a test case with regard to its application to firemen and engineers in municipal waterworks and electric-light plants where gas was used in part as fuel. This was at Ottawa, Kan. The decision in the district court was not satisfactory and an appeal was taken to the supreme court, where the same has been held and a decision promised about February 10. Some thirty other complaints of violations of various labor laws, such as heating of vestibules in street cars, car-repair-shed law, seats for women, and coercion of employees on account of membership in labor organizations, but in most cases a compliance with the law has been secured without resorting to prosecution, though a test case has been brought under the carshed law against the Kansas City Southern Railroad at Pittsburg, Kan., which is still pending. A case was also brought against the Ackenhauser Saddlery Company, at Leavenworth, for attempted coercion of employees to surrender membership in their labor organization. On trial in the lower court the law was declared unconstitutional. The case was appealed to the supreme court, where it is still pending.

It will be seen by the above efforts that the department has expended considerable time in the investigation and enforcement of labor statutes in the interest of labor, in addition to its regular work, and, in the main, with very good results.

#### INDUSTRIAL OPPORTUNITIES.

An investigation was made into industrial opportunities within this state, returns being received from 94 cities. This information presents population of cities, railroads, power available for manufacturing purposes, source and extent of water supply, kind of lighting system in use, rates of taxation, and aid offered to responsible concerns for the location of manufacturing industries of various kinds. Thirty-four different kinds of manufacturing and business enterprises were suggested as being sought for location by these various 94 cities. It is expected that this information will aid materially in encouraging both capital and labor to come into our state for legitimate and profitable investment of capital, and prove fruitful in the employment of labor.

#### DEPARTMENT OF LEGISLATION.

As a result of our experience in enforcing the present statutes coming under the authority of the bureau many defects and shortcomings have been developed. In other cases many phases affecting either the interests of labor or the general results affecting the efficiency of the bureau work have impressed themselves upon us for improvement. In order to meet these conditions we have drafted and caused to be introduced either amendments to the present law or new statutes covering the phases of law that are found to be deficient. This may be mentioned as follows: The accident-reporting bill; a bill regulating private employment agencies, which upon further conference with the house and senate committees it was found desirable to transfer the control of the same to the director of free employment; an amendment to the factory-inspection act, enlarging the duties to cover the inspection of

certain classes of public buildings and appurtenances thereto with regard to defects, in the interest of safety; also a requirement to compel the use of safeguards when provided on dangerous machinery; also a proper ventilation of theaters and picture shows and a proper spacing of aisles for the safety of the public; also, an extension to the fire-escape law with reference to certain classes of buildings. A large number of other bills have been introduced in the regular way through the efforts of your legislative committee, and on which they will report to you at the proper time, and for which we bespeak your heartiest support and co-operation for their faithful and efficient efforts. Your attention and approval is asked of our department bills, representing as they do the fruition of many years of experience and intimate knowledge of the situation and the evils which they seek to remedy.

On January 14 Committeeman W. O. Van Pelt, after having worked with the committee a week, getting a large number of the bills prepared and introduced, found it necessary to resign as committeeman on account of the accumulation of work on the railroad of which he is general chairman. His resignation was accepted and steps were taken, in accordance with the constitution, to fill the vacancy.

Brother A. S. McAllister, of the B. of L. E. No. 261, Herington, Kan., was selected as committeeman to fill out the unexpired term. Brother McAllister has applied himself to the work faithfully and familiarized himself with the work, and is now working as a member of the committee and will continue until the end of the session.

#### MANUFACTURING STATISTICS.

Several of the leading industries.

INDUSTRIES.	Number of establishments.....	Capital.	Wage-earners and wages.		Cost of materials used.....	Value of products.....
			Average number.	Wages....		
Butter, cheese and condensed milk.....	60	\$1,775,918	348	\$211,368	\$4,950,513	\$6,070,684
Cars and general shop construction and repairs by steam railroad companies...	19	8,546,637	7,002	4,762,021	4,876,355	10,373,716
Flour and grist-mill products...	502	22,931,303	2,422	1,478,881	61,661,469	69,784,231
Printing and publishing.....	798	6,053,359	3,232	1,649,580	2,229,806	7,008,865
Slaughtering and meat packing.....	33	37,866,831	10,590	5,861,843	147,642,288	165,355,751
Smelting and refining zinc....	12	9,057,062	1,821	1,135,922	8,877,498	10,857,250

#### Comparative Summary for the State, 1904 and 1909.

	Census.		Per cent of increase, 1904-1909.
	1909.	1904.	
Number of establishments.....	3,427	2,475	38
Capital.....	\$154,652,000	\$88,680,000	75
Cost of materials.....	259,668,000	156,510,000	66
Salaries and wages.....	32,773,000	22,576,000	45
Miscellaneous expenses.....	13,576,000	8,870,000	53
Value of products.....	325,357,000	198,245,000	64
Value added by manufacture (products less cost of materials).....	65,694,000	41,735,000	57
Employees: Number of salaried officials and clerks.....	6,801	3,721	83
Average number of wage-earners employed during year..	43,532	35,570	22

## STATE FEDERATION OF LABOR.

The strength of the organized forces of the state reaches its greatest efficiency when the largest amount of strength and power can be concentrated on a given object or effort. This principle has been amplified by the continued coöperation and harmony existing between the State Federation of Labor and the State Society of Labor, each of the several groups of organizations in our state, in accordance with their various affiliations, mingling and commingling in their federated efforts in such a manner as has proven to be productive of the best results for labor. The success of the State Federation of Labor in its work of organization continues with splendid prospects for future growth of membership and influence in carrying out the best policies for the improvement of industrial conditions throughout the state. We repeat with emphasis our statement of a year ago that the coöperation of the joint legislative committee of the two bodies is entirely satisfactory and is bringing about splendid results for labor generally. The spirit of toleration and helpfulness indicates a broad-gauged liberality towards all forces that work for the uplift of labor, and I strongly urge a continuation of our present plan of coöperation in the interest of securing labor legislation, notwithstanding a slight disposition on the part of a few to abolish the State Society Legislative Committee. I feel sure that the beneficent results during the last twelve years obtained by the Society's Legislative Committee needs no defense at my hands, and demonstrates beyond question the wisdom, strength and power of united labor, through coöperation with all forces for good, to obtain the best results possible.

## CONCLUSION.

In conclusion we beg to gratefully acknowledge the many obligations under which we find ourselves to our colleagues and coworkers in the Bureau of Labor and to the officers and members of the State Society of Labor and to the great rank and file of organized workers in Kansas, who have at all times kindly aided the department in its various investigations and in carrying out the arduous multiplicity of duties involved in our work, for without that support and coöperation we appreciate that no success could have been made. We have exercised our best energies and fought for what we considered the truest and best interest of labor, mindful of the far-reaching effects of our official acts. If our work has merited your approbation and approval we shall consider our reward sufficient, and we bespeak for ourselves, in whatever station of life the fact may find us, the same fidelity, and, as far as lies within our power, a high-minded purpose to secure the stability and contention of the success of our society upon the high plane upon which you have established it; and we indulge the hope that in your future deliberations you will be guided solely by this one purpose, to the end that the prophecies made in the beginning shall be available, that organized labor shall always arise equal to the emergencies and make good.

Respectfully submitted.

W. L. A. JOHNSON, *Secretary.*

OWEN DOYLE, *Assistant Secretary.*

On motion, the report of the secretaries was referred to the Committee on Officers' Reports.

W. L. A. Johnson, treasurer of the Legislative Committee, made his report on the financial condition of the committee,\* the detailed receipts and expenditures being read.

On motion, the report was referred to the Auditing Committee.

---

\* The report will be printed in full in Legislative Committee's report.



Introduction of resolutions being in order, the following were read and referred to the proper committees:

Resolution No. 2, by Reed Crandall, F. A. DeWalt and T. E. Norris, U. B. of C. & J. of A. No. 721, Relating to separate schools for white and colored children. Referred to Resolutions Committee.

Resolution No. 3, by E. P. Livingston, U. B. of C. & J. of A. No. 561, Relative to rest rooms for ladies and gentlemen in all cities of 4,000 and over. Referred to Resolutions Committee.

Resolution No. 4, by E. P. Livingston, U. B. of C. & J. of A. No. 561:

*Be it resolved, by the State Society of Labor and Industry, That we recommend that the law governing the weekly payment of wages be amended as follows: Strike out the word "private" in the first line and also strike out the words "except all steam surface railways," in the second line of section 4667, General Statutes of 1909, Labor Laws of Kansas, to read as follows: "All corporations doing business within the state, except corporations engaged in the production of farm and dairy products, shall pay to their employees the wages earned weekly, and not later than the second day of the following week, except where labor organizations have made contracts otherwise prior to the enactment of this amendment."*

Referred to Legislative Committee.

Resolution No. 5, by E. P. Livingston, U. B. of C. & J. of A. No. 561, Relative to false advertisements of labor conditions. Referred to Resolutions Committee.

Resolution No. 6, by Provisional Branch "Z," I. A. of T. S. E., Topeka:

*Resolved, That we hereby ask the delegates and members of the State Society of Labor and Industry here assembled not to patronize the Grand, Majestic or Novelty theaters while in our city, on account of lock-out against Provisional Local "Z," International Alliance of Theatrical Stage Employees of the United States and Canada.*

On motion, resolution was taken up for consideration by the convention at once, and was unanimously adopted.

Delegate Owen Doyle moved that a copy of resolution No. 6 be furnished to each of the daily papers for publication. Motion was seconded and carried unanimously.

Resolution No. 7, by L. A. Hartley and T. J. Hill, I. A. of M. No. 293:

*Be it resolved, That we instruct the Legislative Committee to use their best endeavors to secure amendment to the law relating to the safeguarding of employees in manufactories in the state of Kansas.*

To be amended as follows: by striking out the following words in line 9, section 4 (4679), Gen. Stat. 1909, chap. 63 (Laws of 1903, chap. 356): "where practicable," and inserting, after the word "guarded," "and all machines creating dust or fumes dangerous to the health shall be equipped with vacuum cleaning apparatus."

Referred to Legislative Committee.

Resolution No. 8, by L. A. Hartley and T. J. Hill, I. A. of M. No. 293:

*Be it resolved*, That we instruct the Legislative Committee to use their best endeavors to secure the amendment of § 4654, Gen. Stat. 1909, chap. 63 (Laws of 1901, chap. 185), by striking out, in lines 5, 6 and 7, the following words: "free employment officers" (lines 6 and 7) "provided such removal shall not affect the tenure of his office as to its other duties," and inserting the words "city clerk."

Referred to Resolutions Committee.

On motion, a time limit was set for the introduction of resolutions, viz., to-morrow, February 7, at 10:30 A. M.

A report of progress was made by W. L. O'Brien, secretary of the Legislative Committee:

*Mr. President and Delegates of the Convention:* Your Committee on Legislation, in response to call of the convention, met on January 10, 1911, and proceeded to take up such bills as they were instructed to by convention of 1910 or those of such nature as were deemed beneficial and important to labor. The following bills have been introduced, and are either on the calendar or in the hands of the various committees: A bill on railroad liability; a bill on employers' general liability; a bill requiring the use of power headlights on engines; a bill requiring the repairs on all cars to be done within the state; a bill in regard to heating vestibules of street cars; a bill on building inspection in cities of 6,000 or more; a bill requiring telephones and signals in mines; a bill prohibiting the contracting of convict labor; a bill providing wash and bath houses at all mines; a bill providing for a state school of mines; a full-crew bill; an accident-reporting bill; a bill regulating private employment agencies; a bill on boiler inspection; a bill on workman's compensation; a bill on factory inspection; a bill on railroad clearances, and a bill on fire-escapes and theater ventilation.

Respectfully submitted.

(Signed)

W. L. O'BRIEN,

Secretary of Legislative Committee.

On motion the report of the committee was adopted as a report of progress.

Announcements of committee meetings, etc., were made by Secretary W. L. A. Johnson, and, on motion by Delegate Thomas, the convention adjourned until 9 A. M. February 7.

#### MORNING SESSION, FEBRUARY 7, 1911.

Meeting called to order at 9:25 by President McAllister.

The Credentials Committee announced that they had credentials for Bert Broadhurst, delegate from B. of P. & P. H. No. 326, Leavenworth, properly signed by the officers of the organization and bearing the official seal of the local, but that same had not been acknowledged before a notary public. On motion, the Credentials Committee was instructed to accept the credentials, and the delegate was seated.

Resolution No. 9, by S. A. Bramlette, C. L. U., Kansas City, Kan., A. A. Roe, B. of R. T. No. 356, and railroad delegates:

WHEREAS, Organized labor in Kansas, as representing the best humane sentiment of the whole people, has repeatedly petitioned and sought

for remedial legislation in the way of enlarging the rights of the injured workman to recover damages for personal injuries sustained in the course of his employment that are now so narrowly restricted under the common law; and

WHEREAS, The railroad employees of this state engaged in the active operation of trains have for years urged upon our law-making bodies the necessity for legislation that will eliminate to an extent the unnecessary hazardousness growing out of the practice of operating trains without a sufficient train crew; and

WHEREAS, There is now pending before the state legislature a general employers' liability bill, known as house bill No. 192 and senate bill No. 134; also railroad liability bill, known as house bill No. 240 and senate bill No. 147; also a full-crew and experience bill, known as house bill No. 331 and senate bill No. 201, which if enacted into law will meet the demands of organized labor in this state with respect to the subjects herein referred to: therefore, be it

*Resolved*, by the State Society of Labor and Industry, in convention assembled, this 6th day of February, 1911, comprising approximately 250 delegates duly elected as the representatives of the organized workers of this commonwealth, that we respectfully petition our legislators to enact these measures into law before the adjournment of the present session; and be it further

*Resolved*, That copies of these resolutions, over the signature of the proper officers of this Society and under its seal, be immediately dispatched to the lieutenant-governor, president of the senate, the speaker of the house of representatives, the chairmen of the committees on judiciary, labor and railroads of both house and senate, and that a copy be spread upon the minutes of this convention.

On motion by Delegate Roe, resolution was taken up by the convention for consideration, and on motion was unanimously adopted, and a committee of five appointed to present certified copies of the same to the legislature.

Resolution No. 10, by delegation of B. of R. C. of A., Relative to requiring railroads to maintain shops, round-houses, etc., in the state. Referred to Resolutions Committee.

Resolution No. 11, by delegation of B. of R. C. of A., Recommending an eight-hour work day for persons employed continuously for seven days per week. Referred to Resolutions Committee.

Resolution No. 12, by delegation of B. of R. C. of A., Recommending an amendment to the present car-repair-shed law. Referred to Resolutions Committee.

Resolution No. 13, by P. J. Hiatt, B. of B. M. & I. S. B. & H. of A. No. 221:

*Resolved*, That the Legislative Committee be instructed to do all in their power to have bill known as state boiler-inspection bill passed at the present session of the legislature.

Referred to Legislative Committee:

Resolution No. 14, by John Craddock, U. M. W. of A. No. 210, Relative to establishing a school of mines and mining and endorsing house bill No. 86 and senate bill No. 157, now pending. Referred to Resolutions Committee.

Resolution No. 15, by the delegation of B. of R. T., De-

nouncing the American Railway Employees and Investors' Association. Referred to Resolutions Committee.

Resolution No. 16, by B. G. Baird, I. A. of M. No. 24, and L. A. Hartley and T. J. Hill, I. A. of M. No. 293, Protesting against the amendment to naval appropriation bill, relating to eight-hour work day. Referred to Resolutions Committee.

Resolution No. 17, by W. O. Van Pelt, B. of L. E. No. 527, J. S. Walsh, O. R. C. No. 276, and A. A. Roe, B. of R. T. No. 356, Relative to amendment to the constitution changing the time of the election of officers in the order of business. Referred to Constitution Committee.

Resolution No. 18, by J. H. Witaschek and J. A. Schultz, B. of R. C. of A. No. 21, Relative to law requiring seats for female employees. Referred to Resolutions Committee.

Motion was made to adjourn until 1:30, but considerable objection being raised and other business appearing, the motion was withdrawn.

Motion was made by Delegate Van Pelt that the regular order of business be suspended and that the election of officers be advanced, and that the election of officers be made a special order of business at eleven A. M. to-day. Motion carried.

The report\* of the Auditing Committee was presented and read, and, on motion, the report of the committee was adopted.

Delegate S. A. Bramlette made a vigorous protest against the action of the convention in advancing the election of officers, and moved to reconsider the motion. His motion was ruled out of order by the chairman for the reason that Delegate Bramlette was not present when the motion to advance the election of officers was passed. Delegate A. A. Roe (who was present and voted for the motion) moved to reconsider the motion changing the said order of business. Motion was properly seconded and carried.

Motion was made by Delegate S. A. Bramlette that the election of officers be made a special order of business at eleven o'clock to-morrow morning, or after the regular order of business had been carried out. Motion seconded.

Delegate Van Pelt moved to amend Delegate Bramlette's motion so as to make the election of officers a special order of business at 1:30 P. M. to-day. Amendment seconded.

After some discussion by various delegates, Delegate W. L. A. Johnson moved, as a substitute for the whole, that the election of officers be made a special order of business at 11:05 A. M. to-day. Substitute motion was seconded and carried.

Secretary W. L. A. Johnson then asked the unanimous consent of the convention to say a few words personal. Consent

---

\* The report will be printed in full in the Legislative Committee's report.

was granted, and Mr. Johnson addressed the convention as follows:

*Brothers, Fellow Members and Delegates:* I feel at this time that it is proper, if you will permit me, to say a word personal with relation to my own situation as I now find it.

My term as commissioner of labor, ending June 30, 1911, will complete for me fourteen years and four months of active service as commissioner of labor for the state of Kansas. Twelve years of this period have been by the direct suffrage of the organized wage-earners of this state through our delegate conventions from year to year. Words fail to express the gratitude, the bond of sympathy, that has always existed in my heart toward the great body of workers who through their energies, ambitions and desires for improvement and progress along industrial lines have continued to struggle against the greatest obstacles, but who by intelligent action and coöperation have enabled this grand institution to so fashion and shape its policies, powers and influences that the whole state has come to recognize its worth and value. To be the recipient of this honor for this period of years I recognize as a signal one, and it has been my constant endeavor to so equip myself as to be able worthily to perform the duties expected of me. Whether I have succeeded to your highest and best expectations remains for you and the future generations of labor to judge of the merit of that work. Without your aid and assistance I could have done nothing, but together we have braved many battles for the right and for the interest of the members of the institutions that we represented, and I desire here and now to acknowledge most heartily and cordially that ever ready sympathy and support which you have at all times vouchsafed me, even in the darkest hours of trials and tribulations.

My future plans at the expiration of my term of office are such as to take me out of the list of candidates who will ask your suffrage for the high offices within your gift. That you will in the wisdom of your deliberations choose wisely and well I have not the slightest doubt. The close association and warm friendship of many of these candidates have made it incumbent upon me to pursue an entirely neutral course with relation to the selection of officers, believing that the untrammelled will of this convention should alone make these important decisions. I indulge the hope that every delegate who has the true interest of the State Society at heart will appreciate the tremendous importance of acting wisely and well on these matters. Personally, I have spent the best years of my life in the battle for organized labor, always seeking its advancement and the intrenchment of its best principles as a part of our state industrial work; the State Society of Labor has grown from an infant effort to a strong, influential, well-established and recognized institution for good.

As the author of the law and scheme creating the State Society under its present auspices, I view its present accomplishments and its future prospects with the fondly cherished hope of the mechanic who from his brain and brawn fashions a splendid creation and centers his hope upon the successful fruition of its final development, and I feel that we can leave no greater legacy to the organized workers who come after us than this great Society of Labor and Industry that we have builded with our hands, heads and hearts, as an instrumentality for good, and to meet the obstacles and exigencies with which labor has to deal in times of adversity, as well as an instrument to round out the beneficent purposes and results of success and peace in times of prosperity. That you will guard the established principles and traditions which we have established faithfully is my earnest hope, so that as time may ring down through the ages this splendid institution shall stand erect as a monument to the achievements of organized labor, carrying high upon its banner the motto of organization, education and universal justice.

The Credentials Committee reported their decision in the case of the seat contested, as follows:

We, your Credentials Committee, find that in contest case by John C. McFarland, contesting seat of Archie Ure, U. M. W. of A. No. 1174, Burlingame, that to the best of our judgment Archie Ure is entitled to a seat in this convention, and so recommend. Fraternally submitted.—  
(Signed) CREDENTIALS COMMITTEE.

On motion, report of the committee was adopted and the delegate was seated.

The time set for the special order of business, viz., the election of officers, having arrived, the chairman appointed Joe Clark, U. M. W. of A. No. 569, G. A. Pringle, B. of L. F. & E. No. 255, and Perry McDow, A. S. M. W. I. A. No. 20, to act as tellers, and declared nominations for president in order.

Delegate C. F. Hamlin nominated Charles Rochelle, U. B. of C. & J. of A. No. 201, Wichita, the present vice president, for president. There being no other nominations for president, a motion prevailed that the nominations be closed and that the secretary be instructed to cast the unanimous vote of the convention for Delegate Rochelle for president for the ensuing term. This was done, and the president declared Charles Rochelle elected president of the State Society of Labor and Industry for the ensuing term.

The chairman then called for nominations for vice president, whereupon Delegate F. G. Miller, B. of R. C. of A. No. 87, Horton, and Delegate L. A. Hartley, I. A. of M. No. 293, Parsons, were placed in nomination. No other nominations being made, on motion the nominations were closed and the convention proceeded to ballot. Delegate Miller received 86 votes and Delegate Hartley 147; total vote, 234; necessary to elect, 117. Delegate L. A. Hartley was therefore declared elected vice president for the ensuing term.

On motion, the convention adjourned until 1:30 P. M.

#### AFTERNOON SESSION, FEBRUARY, 7, 1911.

The convention was called to order at two P. M. by President McAllister. Delegate Ralph Deacon asked the unanimous consent of the convention for Mrs. Lilla Day Monroe, campaign manager of the Kansas Equal Suffrage Association, and the Hon. James Cassin, representative from Crawford county, to address the convention for a few minutes. On motion, consent was granted, whereupon Secretary Johnson introduced Mrs. Monroe, who spoke, in part, as follows:

*Mr. Chairman, Ladies and Gentlemen:* I know that you are busy, that you have much planned out yet to be done, and I thank you most sincerely that you allow me just a little time to tell you how much we need your help. I have no set speech, for I knew only a few minutes ago that I might come to you with our troubles.

Digressing a moment, I wish to say that some of these little circulars

have upon them the union label and some have not, but that is just because my scissors clipped it off with that address. They were all printed with the label upon them; they are all right.

The favor to be asked of you is this: Will you not help us with our bills now pending in the legislature? We have carried our fight as far as we can. We have brought the matter up to the place where it takes votes to decide it. It therefore becomes your battle now, because we cannot vote. You see how much we need you. And I want to say that in most things you need us just as much, although not yet to cast the winning ballot.

In fact I think that you will agree that there is no use for any man nor any body of men to try to get along without their women folks. Now whether it would be your choice or not, I am a part of your women folks, and as long as I live in Kansas, I belong to you and you belong to me, for we compose the body politic. We as a people are responsible to the state.

Why, when a child is born into the world it belongs to its parents only for a short time; then it becomes the property of the state. You and your forefathers have paid taxes these hundreds of years that the state may hold for your children and your children's children in its treasury an education. That is just one way in which the state shows its ownership of our children. These children which belong to the state are both boys and girls. And if these taxes are collected impartially, then they should be expended in the same way. The girl should be able to draw out her share. So we belong to you whether you will it or not, and I wish to show you how closely our business articulates with yours.

There are about 7,000,000 of working women and girls in the United States to-day. They must make their own living, and often have others dependent upon them. It is a matter of life and death; not pin-money, but blood money. They must work cheap. Men must come in competition with that cheap labor. You know the result.

The increased cost of living has made this horrible saying pat with such women as Florence Kelley and others who know: "A girl cannot live a moral life on the pitiful sum she is often forced to accept." You cannot help her financially, because it has come to the place where only one pair of hands cannot support alone in idleness a large and growing family; and in a democracy why should one pair of hands attempt it? The girl only asks a fair chance, a square deal, and she will support herself.

We women are just becoming educated to the conditions under which girls must work. The clubs have been educating us. We have in Topeka a Committee of Justice; through it we have learned much about girls. We want to help them. Make it possible for them to organize under conditions you claim for yourselves. You must help us in this. Suppose these girls went about this work themselves. How long do you suppose their employers would stand for absences or for agitation, to say nothing of the menace he fears it will be to his interests.

If you will look back in the history of this country you will find that at one time laboring men were not allowed to come together and say what they wanted. Their employers took the liberty of speaking for them. Think if it! Then why should these employers speak for working women?

Why do you form unions? For your protection. Does n't the girl need protection? If the girls were protected, as you are, by the ballot, do you think they would work for the wages they must now accept? Do you think they would work in packing-houses in water to their knees for a pitiful sum that hardly means bread to them? We want you to take into account the women and girls who work for a livelihood.

Then take into consideration the mother in the home. She is responsible for the cleanliness of her home, its near-godliness; she is responsible for the wholesomeness of the food for her family; she is responsible

for the health of her children; she, above all else, is held responsible for their morals. We want you to divide this last responsibility with us mothers. Your control, your power with the ballot, is so much greater than ours. You can do this by helping us with our two bills now pending in the legislature. One is the bill to submit the amendment calling for woman suffrage to the people at the next general election. The other is called the presidential suffrage bill. Both are to be talked about this evening in representative hall. The first bill goes to the people and will not be decided till in 1912. Five states of the Union have given their women the right to vote for all officers. They will vote for president in 1912. If the amendment passes the legislature now it will take a two year's campaign to bring it to a vote and four years more before we can vote for president. This brings Kansas women away down the line of progress. If we get our presidential suffrage bill through, then we may vote for president in 1912, and Kansas will have the sixth place. And "Kansas Sixth" is our slogan. California has just passed the amendment by a vote of 33 to 7 in their senate and 65 to 6 in their house.

Now you men can help us, you can do so much for us, if you will go over to the statehouse this evening. Say to those representatives: "We want our women to vote for president in 1912, because they are just as good as are the women of Wyoming, Colorado, Idaho, Utah, Washington, and California." Now you may not think we are just as good as these other women, but say it as a bluff anyway. Because if we are not as good as these other women we are the best you have, and you might just as well come out and say we are the best women in the country.

You see, we cannot do anything but just talk; we cannot vote. You do not need to be told what you can do, for you have tried it on your own accounts, and you have helped us. I think I see here some of the same men who helped us and passed our resolutions in the other conventions. Tell those representatives that you want your women protected by the ballot, that you want your women to vote. Make them understand that you are in earnest. They will take it from you—because there is always another election coming. You can help us to get *sixth place*.

We had this for a grain of comfort: Some one said "Oh, well, never mind; if we lose out, Kansas will be coming in neck and neck with old Arkansas." But do you see what they did the other day? Even that will be denied us according to their constitutional convention.

Now we want to leave this matter with you. Why, think of this: Australia, New Zealand, Tasmania, Finland, Norway, Sweden, Denmark, and many other foreign countries, even benighted Russia, let their women vote. Tell this to your own members, your representative, and ask him: "What's the matter with Kansas women?" Work for the presidential suffrage bill, because it will mean so much to us. It will help us to fight our battle. We need it just as the soldier needed powder. Demand that they let you vote on the question of whether or not the women of Kansas are entitled to become citizens. You can demand; we plead and entreat. Demand that the question be submitted to the people for their decision. The legislature ought not to stand between you and your voice in the matter. Tell them it is up to them to give you a chance at it. You can say to your members: "If you do not believe in it pass it up to me and I will settle it. It is my right." We leave our case in your hands.

At the conclusion of Mrs. Monroe's address, Mr. Johnson, by unanimous consent, presented the following:

Resolution No. 18½, by W. L. A. Johnson, I. B. of B. M. & I. S. B. & H. of A. No. 34:

*Resolved by the State Society of Labor and Industry, That we reaffirm our belief in the cardinal principles, and that we believe in the expediency of passing bills on this subject now before the house and senate.*



On motion, the resolution was taken up at once for consideration by the convention and adopted, and a certified copy presented to Mrs. Monroe.

Mr. Johnson then introduced the Hon. James Cassin, representative from Crawford county, stating that it was Mr. Cassin who introduced the bill in the legislature some twelve years ago which created the State Society of Labor and Industry.

Mr. Cassin then addressed the convention, expressing his pride in the part he had been permitted to have in the creation of the Society and congratulating the Society on its development and achievements in the interest of labor.

In the course of his brief but eloquent address Mr. Cassin declared his purpose and determination to do all in his power as a member of the legislature to see that the rights of the laboring people are protected, as well as the rights of capital. He also declared that he is strongly in favor of woman suffrage, the initiative and referendum and other progressive measures. At the conclusion of his address the convention gave three rousing cheers for Mr. Cassin.

The convention then proceeded with the election of officers. The chairman called for nominations for secretary, and the following delegates were placed in nomination: W. E. Bryan, U. B. of L. W. on H. G. No. 44, Wichita, nominated by Wm. Morse; Owen Doyle, U. M. W. of A. No. 569, Mineral, nominated by Hal C. Cowan; T. P. Menton, U. B. of C. & J. of A. No. 1212, Coffeyville, nominated by F. G. Miller; A. A. Roe, B. of R. T. No. 356, Wichita, nominated by W. H. Klecan; W. H. Klecan, B. of L. F. & E. No. 376, Horton, nominated by W. A. Richardson; C. H. Danner, O. of R. C. No. 165, Fort Scott, nominated by C. G. Mee.

There being no other nominations, on motion, the nominations were closed.

Candidate A. A. Roe, arising to a point of personal privilege, stated that as he was a believer in the recall, he wished to present his resignation to the convention, subject to their pleasure, should he be elected. The resignation read as follows:

TOPEKA, KAN., February 7, 1911.

If elected to the office of secretary of the State Society of Labor and Industry, I hereby tender my resignation, placing the same in the hands of the officers of the State Society of Labor and Industry, subject to their pleasure, under such rules and regulations as this convention may see fit to adopt.

(Signed) A. A. ROE.

Following A. A. Roe's announcement, candidates W. E. Bryan, W. H. Klecan and C. H. Danner signified their willingness, if elected, to execute a similar resignation and place same in the hands of the officers of the Society, subject to their acceptance at any time the office was not conducted to their entire satisfaction.

Candidate Owen Doyle stated that he did not think it the proper time for the candidates to take such action; that he was fully confident that he could fill the office to their entire satisfaction, and that he wished to be elected on his past record or not at all.

The convention then proceeded to ballot. Each of the first five ballots failed to give any candidate a majority of the votes cast. On the sixth ballot Mr. Owen Doyle, U. M. W. of A. No. 569, Mineral, received a majority and was declared elected to the office of secretary for the ensuing term. The result of each ballot is shown in the following table. After the first ballot had been counted a motion carried that the candidate receiving the least number of votes should drop out after each succeeding ballot.

CANDIDATE.	1	2	3	4	5	6
Owen Doyle .....	94	94	99	101	112	125
C. H. Danner .....	63	68	82	93	109	123
W. E. Bryan .....	43	43	42	41	30	...
A. A. Roe .....	39	39	27	20	...	...
T. P. Menton .....	12	10	6	...	...	...
W. H. Klecan .....	5	1	...	...	...	...
Total vote .....	256	255	256	255	251	248
Necessary to elect.....	129	128	129	128	126	125

On motion, the convention adjourned until nine A. M. February 8.

#### MORNING SESSION, FEBRUARY 8, 1911.

Meeting was called to order at 9:25 by the retiring president, Mr. A. S. McAllister, who thereupon presented the gavel to the newly elected president, Mr. Chas. Rochelle.

Consent was asked for I. Gilberg to address the convention for a few minutes. On motion, Mr. Gilberg was granted fifteen minutes, and addressed the convention on the subject of Socialism.

President Rochelle then directed the convention to proceed with the election of officers, and called for nominations for assistant commissioner.

Delegate C. H. Danner arose on question of personal privilege, which was granted, and stated that he had been told by some of the delegates that some mistake had been made in the count of the last ballot for secretary; that three ballots had been dropped on the floor and that one ballot had been thrown out and not counted. It was explained by the secretary, and verified by each of the three tellers and several other delegates, that the three votes dropped were picked up and placed in the ballot box again before the votes were called and counted. Also that the vote that was thrown out was for Delegate Bryan, who had dropped out of the race and was not a candidate on the last ballot. Delegate Danner was asked

if he knew of or charged any illegal act. He replied that he did not, but had been told of these things by a delegate.

Motion by Delegate Hartley that we do not consider the election unfair and that the subject be dropped. The chair refused to entertain the motion, declaring the same out of order, stating that Delegate Doyle had been properly elected and that it would require a two-thirds vote of the delegates present to again bring the subject before the convention. He thereupon directed the convention to proceed with the election of officers, and called for nominations for assistant secretary.

The following delegates were placed in nomination: John Gore, U. M. W. of A. No. 219, Pittsburg, nominated by E. P. Livingston; John C. Fulton, U. M. W. of A. No. 1288, Mineral, nominated by Ralph Deacon; A. S. McAllister, B. of L. E. No. 261, Herington, nominated by J. E. Thomas; E. A. Silger, C. L. U., Independence, nominated by C. F. Hamlin.

There being no other nominations, the chairman declared the nominations closed and instructed the tellers to distribute the ballots.

Four ballots were taken, none of the candidates receiving a majority of all votes cast in either of the first three ballots. On the fourth ballot John Gore, U. M. W. of A. No. 219, Pittsburg, received a majority of 73 votes, and was declared elected to the office of assistant secretary for the ensuing term. The result of each ballot is shown in the following table:

CANDIDATE.	1	2	3	4
John Gore .....	71	71	82	160
A. S. McAllister .....	62	66	84	87
Jno. C. Fulton .....	76	73	80	...
E. A. Silger .....	39	35	...	...
Total vote .....	248	245	246	247
Necessary to elect .....	125	123	124	124

Mr. Gore being called upon, thanked the delegates for the honor conferred upon him.

On motion, the convention adjourned until 1:30 P. M.

#### AFTERNOON SESSION, FEBRUARY 8, 1911.

The convention was called to order at 1:50 P. M. by President Rochelle. Delegate C. G. Mee was granted unanimous consent of the convention to present the following resolution:

Resolution No. 19, by C. G. Mee, B. of L. E. No. 708; Chas. Rochelle, U. B. of C. & J. of A. No. 201; A. A. Roe, B. of R. T. No. 356; Joe Clark, U. M. W. of A. No. 569; and Perry McDow, A. S. M. W. I. A. No. 20 (special committee on behalf of convention), Expressing appreciation of services rendered by the retiring secretary and commissioner of labor, Mr. W. L. A. Johnson:

WHEREAS, For the thirteenth time the representatives of organized labor in Kansas have assembled in the capital city in convention to listen

to the report of the secretary of this Society, bearing upon questions of vital interest to all wage-earners throughout the state. Each recurring convention has brought with it new ideas, changed conditions and increased labors for the officers whose duty it is to meet and cope with these conditions and to conduct the affairs of the office in a manner calculated to serve the best interests of all concerned.

Organized labor in Kansas enjoys a distinction which the workers of no other state enjoy. We have our labor department wholly within the hands of our own members and every officer and appointee connected with the department is a member of a labor organization.

For the past thirteen years the affairs of the department have been conducted by the man who was instrumental in creating the Society and who has built the department up from almost nothing until to-day it stands second to none in its endeavor to secure for the toilers of the state the best possible conditions under which to labor. But that old maxim that "soon or late, sometime, friends must separate, the circle will be broken," has been brought forcibly to our attention at this time. The man who has guided the destinies of this splendid Society through its ups and downs, through its days of prosperity and adversity, is now about to lay down the reins and step out into another field of activity. We rejoice, however, that friendships are abiding, and that while he may be separated from us in a measure, the fact of that mere separation cannot destroy the lofty esteem and personal affection which are the natural offspring of long associations, intimate acquaintance and close relations with really good men.

Every honest union man in Kansas must look with pride upon the achievements of this Society under the guiding hand of our faithful secretary and commissioner of labor, Hon. W. L. A. Johnson, and only a promotion to a broader field of activity could compensate us for the loss of his valuable service: therefore, be it

*Resolved by the Thirteenth Annual Convention of the State Society of Labor and Industry,* That we extend our heartfelt thanks to Mr. W. L. A. Johnson for the many years of service rendered in our behalf, and assure him that when his career in this department shall have ended we will part as friends, and to whatever new activities he may devote his energies and labors, wherever he may go, we, the delegates in this convention, speaking for our membership at home, do here give expression of our deep appreciation of the manner in which he has conducted the business of this Society of which he has for so many years been the recognized head, and wish him Godspeed, continued health, happiness and prosperity.

Delegate T. P. Menton moved that this resolution be adopted and ordered engrossed and presented to Mr. W. L. A. Johnson. Motion carried unanimously.

Mr. Johnson, in thanking the delegates for this expression of their appreciation and esteem, spoke, in part, as follows:

*Ladies and Gentlemen and Fellow Delegates:* The kindly words of appreciation to which you have just given expression in the resolution adopted overwhelms me to such an extent that words fail me in a proper acknowledgment of the many kindnesses that have been vouchsafed me during all the years that I have had the honor to hold this office at your hands. To say that I appreciate these expressions of your confidence are almost meaningless words, but I do appreciate, more than I can tell, the splendid coöperation and assistance that has been given me during the past twelve years in building up the Bureau of Labor and the State Society of Labor to an eminence of which I feel we can be justly proud. Without that aid and assistance I could have done nothing. If through my humble efforts some satisfactory progress has been made and our State Society of Labor shall continue to be, as we hope, a monument of achievement and success, then my reward shall be ample and sufficient;

but down deep in the bottom of my heart there is a sincere reciprocation of the kindest feelings and appreciation for all of you who have gone hand in hand with our work, striving year after year against serious obstacles, overcoming them one by one, to the end that our Society shall triumph in its march forward for better social, industrial and economic conditions for the workers; and as time goes ringing down the ages, let us hope that the work that we have so humbly begun may continue to increase in usefulness, strength, power and influence; that it shall become a factor, not only as a great bureau of statistical information, law enforcement and legislation, but a factor in governmental affairs as well. Again, Mr. President, I desire to thank the delegates of this convention for this splendid expression of their good will and good-fellowship.

On motion, unanimous consent was granted for the introduction of any resolutions that any of the delegates might wish to present at this time, whereupon the following were introduced.

Resolution No. 19½, by S. A. Bramlette, C. L. U., Kansas City:

WHEREAS, Some of the public educational institutions of the state do now charge the students attending therein a considerable amount of fees and in some of the state institutions these fees have become a very high tax and in some cases almost prohibitive to students of limited means; and

WHEREAS, The government of the state institutions is now administered by separate boards, thereby creating a rivalry in the procuring of appropriations from the state and in the lavish expenditure of the state's money: therefore, be it

*Resolved*, That we recommend that all the educational institutions of the state be under one board, said board to be elected by the people, and in accordance with house bill No. 349. Be it further

*Resolved*, That we are unalterably opposed to the charging of fees or tuition to students who are residents of the state, and especially in the normal schools, manual training schools, and the state agricultural schools. Be it further

*Resolved*, That a copy of this resolution be sent to the governor, president of the senate, and speaker of the house.

On motion, the resolution was taken up for consideration at once, without reference to committee, and was adopted.

Resolution No. 20, by R. F. O'Brien, U. M. W. of A. No. 960, D. B. Elm, B. of R. C. of A. No. 84, and A. E. Finch, B. of L. F. & E. No. 374, Recommending law to prevent railroad and other companies from requiring employees to sign certain forms of applications and furnishing personal record of former employment. Referred to Resolutions Committee.

Resolution No. 21, by B. of R. C. delegates, relative to proposed amendment to the present car-repair-shed law. Referred to Resolutions Committee.

Resolution No. 22, by A. S. McAllister, B. of L. E. No. 261, Requesting Legislative Committee to endeavor to secure passage of a law limiting the number of cars to be handled in freight trains to not to exceed sixty cars. Referred to Resolutions Committee.

Delegate A. A. Roe, chairman of the Committee on Officers' Reports, then read the report of that committee, as follows:

We, your Committee on Reports of Officers, respectfully submit the following:

We have gone very carefully into the report submitted by the secretary, Brother W. L. A. Johnson, and desire to call your attention to that part of the same under "Current Work." Unless you understand the connection between the statistics relative to the condition of labor and the demands for remedial legislation which labor is constantly making of the law-making bodies of this country, you will hardly appreciate the magnitude and far-reaching importance of this part of the report.

The need for legislation must in all cases be demonstrated and supported by statistical data, and it is but recently that our people have begun to comprehend the great benefits to be derived from statistics affecting the interests of the wage-earner, and Kansas is far ahead of her sister states in this regard.

The factory and fire-escape inspection, as noted in the report under consideration, is, as we believe, unexcelled in any other state. The decrease in the number of women and children employed is certainly evidence of the benefits accruing to labor as a result of this inspection, and we take this occasion of highly commending the manner in which this work has been carried on.

We desire to also call especial attention to that portion of the report referring to industrial accidents and the enforcement of labor laws. We believe that the recommendations relative to perfecting and making more complete and comprehensive the law in reference to investigation of accidents should be heartily concurred in; also the opposition to house bill No. 648, relative to the child-labor law. In our opinion, it is of the utmost importance that the child-labor laws should be as rigid and devoid of flexibility as it is possible to make them.

Your attention is also directed to that portion of the report under the caption "Department of Legislation" and "State Federation of Labor." We unreservedly and heartily concur in the recommendations of this report in regard to the federated movement and harmony existing between both state organizations, but we would go further, however, and earnestly recommend that all organized labor in Kansas federate with the Kansas State Federation of Labor and thus occupy its rightful relative position in the industrial world. In respect to the sentence, "A slight disposition on the part of a few to abolish the State Society's Legislative Committee," we, your committee, are not at this time prepared to make any such recommendation, but feel constrained to express a hope that at no distant day organized labor in Kansas may find a way whereby the legislative endeavor on the part of organized labor may become more thoroughly cemented with the national movement of this country. The division of financial support for legislative work is not unionism and should be avoided, as duplication of work and expense should be avoided. A militant efficient legislative program is our greatest need to-day. A new arrangement, however, should not be attempted until we feel reasonably sure that the same will prove beneficial alike to the State Society and the Kansas State Federation of Labor.

We believe it fitting at this time to call attention to the efficient work accomplished by the Legislative Committee of the Kansas State Federation of Labor and other legislative boards acting in conjunction with the Legislative Committee of this Society, which in our opinion has contributed in no slight degree to the success of much of our legislative endeavor.

In conclusion we desire to indorse and highly recommend for your adoption the report under consideration, but in doing so we regret the necessity of reminding you that, in a way, this report concludes the official duties of your out-going secretary, Brother W. L. A. Johnson. In

laying aside the duties and responsibilities of the office he has so ably filled for fourteen years, he is but passing on to greater opportunities and larger fields of usefulness in which he will carry with him the affection, gratitude and well-wishes of the organized workingmen of Kansas.

History has recorded and we will ever remember that it was through Brother Johnson's untiring efforts and unfaltering devotion to the cause of labor that the State Society of Labor and Industry has been built up to its present magnificent proportions, and that the Kansas Bureau of Labor has reached the high-water mark of efficiency not to be excelled.

His pleasing personality, integrity of purpose and unquestionable ability have won for the labor movement in this state a distinction of which we may well feel proud, and in again declining to accept the honors which we would gladly confer upon him he severs the tie that has bound him to us for so many years. In the separation of these bonds there is that deep emotion which will always characterize the farewells of tried and true friends.

We also note with deep regret the resignation of Brother W. O. Van Pelt from the Legislative Committee of the State Society. There is perhaps no representative of organized labor in the state of Kansas who has attained so high a degree of efficiency in the legislative field as has Brother Van Pelt and his resignation leaves a vacancy which will indeed be difficult to fill. The appointment of Brother A. S. McAllister to this position has the hearty indorsement of your committee, and the best wishes of this convention go with Brother Van Pelt into the work in which he is now engaged, and with Brother McAllister in taking up the responsibilities of his new and important office. Very respectfully,

(Signed)

A. A. ROE,  
GEO. G. LYND,  
P. J. KEGAN,  
*Committee.*

On motion, report of committee was adopted.

Miss Lulu Scoville, chairman of the Committee on Ways and Means, then read the report of that committee, as follows:

We, your Committee on Ways and Means, recommend that an assessment of ten cents per capita tax be levied on all assessable members to provide for the necessary expense incurred in the legislative and business affairs of the Society as provided by the constitution.

We further recommend that action be deferred on this assessment until the next convention.

(Signed) LULU SCOVILLE, *Chairman*,  
JAS. E. THOMAS,  
W. W. MAGNER,  
JNO. RILEY,  
WM. MORSE.

The secretary then read the report of the Resolutions Committee, as follows:

Resolution No. 2, by Reed Crandall, F. A. DeWalt, and T. E. Norris, U. B. of C. & J. No. 721:

*Resolved*, That we, the white and colored laboring classes of Kansas, do insist that there be a law enacted compelling separate schools for white and colored pupils.

The committee concurred in the resolution. Delegate Thomas Starkey (colored) requested that the word "colored" be stricken out of the first line of the resolution, and wished to be put on record as not favoring the resolution.

On motion, the resolution was amended by striking out the

words "white and colored laboring classes of Kansas" and inserting in lieu thereof the words "State Society of Labor and Industry," and also by adding at the end of the last line the words "in cities of 2000 and over," so that the resolution as amended read as follows:

*Resolved*, That we, the State Society of Labor and Industry, do insist that there be a law enacted compelling separate schools for white and colored pupils in cities of 2000 and over.

On motion, the resolution was adopted as amended. Delegate Thomas Starkey requested that he be put on record as favoring resolution No. 2 as amended and finally adopted.

Resolution No. 3, by E. P. Livingston, U. B. of C. & J. of A. No. 561:

*Resolved*, That we recommend a law requiring all cities of 4000 and over to construct and maintain in some convenient and public place a comforty and rest room for ladies and gentlemen.

The committee concurred in the resolution, and, on motion, the report of the committee was adopted.

Resolution No. 5, by E. P. Livingston, U. B. of C. & J. of A. No. 561:

*Resolved*, That the Legislative Committee be instructed to draft a bill on the following subject: It shall be unlawful for any persons, real estate agents, commercial clubs or any individual to insert or cause to be inserted any advertisement stating that work is plentiful when such is not the case, causing hardships on persons hunting employment, or advertising for help where a strike is in force, without so stating same in advertisement, under penalty of \$1000 and six months in jail.

The committee concurred in the resolution, and, on motion, the report of the committee was adopted and the resolution referred to the Legislative Committee.

Resolution No. 10, by delegation of B. of R. C. of A.:

*Resolved*, That the Legislative Committee is hereby instructed to prepare a bill providing that transportation companies operating in this state which now have in existence roundhouses and machine shops for the repair of locomotive engines and cars, or who may hereafter establish such roundhouses and machine shops for such purposes, shall hereafter maintain such shops and roundhouses with sufficient equipments and employees to keep in proper repair all rolling stock, locomotive engines and cars used within this state in the transportation of passengers and freight, and such transportation companies shall hereafter cause all such rolling stock, locomotive engines and cars to be repaired at such shops or roundhouses and kept in a safe, serviceable condition, and no such repairs shall be done outside the state of Kansas.

The previous section shall be deemed a condition and part of every charter granted to any transportation company, and of every license of every foreign corporation company to do business in this state.

The committee concurred in the resolution, and, on motion, the report of the committee was adopted.

Resolution No. 11, by delegation of B. of R. C. of A.:

*Be it resolved*, That a law should be enacted declaring eight hours to be a day's work when men are employed continuously for seven days per week.



Through some error this resolution was returned by the committee without recommendation. On motion, the resolution was adopted.

Resolution No. 12, by delegation of B. of R. C. of A.:

*Be it resolved*, That section 7127, General Statutes of the state of Kansas of 1909, should be amended by inserting in the fourth line and immediately preceding the word "sheds" the word "inclosed"; also, by striking out the word "exclusively" in the fifth line; and also by inserting the word "such" in the fifth line between the words "for" and "repair"; so that said section, when so amended, shall read as follows:

"§ 7127. *Shelter and repair.* It shall be unlawful for any railroad company or corporation or other persons who own, control or operate any line of railroad in the state of Kansas, to build or repair railroad equipment at any division points where shops are located without providing inclosed sheds over the tracks used for such repair work, so that all men permanently employed for such repair work may be under shelter during storms or other inclement weather."

(Resolution No. 21 related to the same subject and was taken up before any action was taken on resolution No. 12.)

Resolution No. 21, by delegation of B. of R. C. of A.:

WHEREAS, Sections 7127 and 7128 of the Revised Statutes of the state of Kansas were enacted for the protection and benefits of the men who are employed by railroad companies or corporations or other persons who repair railroad equipment at division points where shops are located; and

WHEREAS, Said sections 7127 and 7128 appear to be inadequate for the protection of the men for whose benefit they were enacted: therefore, be it

*Resolved by the thirteenth annual convention of the State Society of Labor and Industry*, That we request the Legislative Committee of said Society to draft and present to the legislature of the state of Kansas a bill that will be adequate for the protection of all men who are required to repair railroad equipment at each division point; that sheds or other buildings shall be so constructed as to include sides, light and other conveniences for the protection of the men from storms or other inclement weather. Also that said bill shall be mandatory upon the manager, superintendent or foreman of any company, corporation, person or persons to place all men permanently employed for such repairs under shelter during storms or other inclement weather, and provide proper penalty for failing to abide by the law.

Resolutions Nos. 12 and 21, both relating to the same subject, were taken up jointly by the Resolutions Committee, and both were recommended for adoption. On motion, the report of the committee was adopted.

Resolution No. 14, by John Craddock, U. M. W. of A. No. 210:

WHEREAS, The state of Kansas, foremost in educational and human betterment ideas, by legislation and money expenditure has fostered and encouraged, by proper experiment stations and technical schools, every important industry in the state, except coal, lead and zinc mining; and

WHEREAS, For the purpose of establishing a school intended to teach mining and mining engineering, better methods of conserving the mineral wealth of the state, and such methods as will minimize the great loss of life and limb, Representative Deacon, chairman of the house committee on mines and mining, has introduced house bill No. 86 (now pending); also,

senate bill No. 157, introduced in the senate by Senator Huffman, authorizing the establishment of a state school of mines and making an appropriation of fifty thousand (\$50,000) dollars therefor: now therefore, be it

*Resolved by the State Society of Labor and Industry in annual convention assembled,* That we heartily indorse the said house bill No. 86 and senate bill No. 157, and pray and urge that these bills be enacted into law.

The committee concurred in the resolution, and, on motion, the report of the committee was adopted.

Resolution No. 15, by the delegation of B. of R. T.:

WHEREAS, In the year 1908 there was organized in the United States an association known as the American Railway Employees' and Investors' Association, having for its foundation the assumption of an identity of interests between the investor and the employee and conceived in the minds of men who, "wily and corrupt by instinct, have waxed fat upon the exploitation and degradation of those who toil"; and

WHEREAS, We believe that there is a clear and distinct line of demarcation which separates and forever will separate those who toil and produce the wealth of the earth from those who "toil not neither do they spin"; and

WHEREAS, An association or aggregation of men advocating a mutuality of interests between these forces is derogatory to the true principles of the trades-union movement and to the welfare of all those who toil; and

WHEREAS, An attempt is now being made to force upon the railway brotherhoods, contrary to their wishes expressed in convention assembled, the policy of trade and compromise, based upon the false assumption of an identity of interests, for the purpose of uniting the collective political influence of the wage-earners with that of the corporate interests as against the public weal, thereby riveting the chains of industrial servitude upon the railway employees, directly and indirectly upon the great army of American workmen: therefore, be it

*Resolved by the State Society of Labor and Industry of Kansas in convention assembled,* That we unreservedly denounce and condemn the principles enunciated by the American Railway Employees' and Investors' Association, which, if allowed to prevail, would disrupt and ultimately destroy the trades-union movement of this country, and the promoters thereof as conspirators against the workers of this great commonwealth; and be it further

*Resolved,* That copies of these resolutions, over the signatures of the officers and seal of this organization, be forwarded to the headquarters of the American Federation of Labor, the Kansas State Federation of Labor, the chief executives of the four railway brotherhoods and of the Switchmen's Union of North America, and that a copy of the same be spread upon the minutes of this convention.

The committee concurred in the resolution, and, on motion, the report of the committee was adopted.

Resolution No. 16, by B. G. Baird, I. A. of M. No. 24, and L. A. Hartley and T. J. Hill, I. A. of M. No. 293:

WHEREAS, At the last session of Congress the United States senate and house of representatives passed the naval appropriation bill, as amended, "providing that the battleships and colliers authorized should be built under the eight-hour work day, and that one of the battleships should be built in a government navy yard; and

WHEREAS, We are reliably informed that an attempt is about to be made (at the instance of the Secretary of the Navy) to have Congress abolish the eight-hour provision in the bill, and also to take the battleship

authorized away from the government yard and give it out to contract; and

WHEREAS, This is a bold, determined effort to kill the eight-hour provision and to wipe out government construction, so as to give the ship-building trust a monopoly of the business. This is being done right in the face of President Taft's message, in which he strongly recommends "that the present eight-hour law be extended so as to apply not only to buildings and works upon public ground, but also to ships, armor and large guns when manufactured in private yards or factories: therefore, be it

*Resolved*, That we protest against the abolishment of the eight-hour law in the naval appropriation bill.

The committee recommended that the resolution be adopted and copies be sent to all senators and representatives in Congress. On motion, the report of the committee was adopted.

Resolution No. 18, by J. H. Witaschek and J. A. Schultz, B. of R. C. of A. No. 21:

WHEREAS, The law now on the books providing for seats for the accommodation of female clerks has been admitted by the labor officials to be a failure: therefore be it

*Resolved*, That the Legislative Committee be ordered to recommend such laws as will allow for certain periods of rest or the use of such chairs as provided by law. This privilege they are now denied.

Resolution No. 20, by R. F. O'Brien, U. M. W. of A. No. 960, D. B. Elm, B. of R. C. of A. No. 84, and E. A. Finch, B. of L. F. & E. No. 374:

*Be it resolved*, That we instruct the Legislative Committee to use their best endeavors to secure the passage of a law which will prevent the railroad companies or persons employing labor in the state of Kansas from requiring any employee to sign any application, whether before going to work for said employers or while in the service, which can be in any way construed as requiring him to furnish a personal record as regarding former employment.

The committee concurred in the resolution, and, on motion, the report of the committee was adopted.

Resolution No. 22, by A. S. McAllister, B. of L. E. No. 261:

*Resolved*, That the Legislative Committee is requested to use its best efforts to have a law passed limiting the number of cars that can be handled in a freight train to not to exceed sixty cars.

The committee concurred in the resolution, and, on motion, the report of the committee was adopted.

This concluding the report of the Resolutions Committee, on motion, the committee was discharged.

The following resolutions, having been introduced, were taken up for consideration by the convention at once without being referred to committees:

Resolution No. 24, by J. E. Thomas, B. of L. E. No. 234:

WHEREAS, There are resolutions passed by this body from time to time which are in their nature duplicates, or nearly so, of others that have been passed, and others of them, if enacted into law, would be clearly unconstitutional: therefore, be it

*Resolved*, That the Legislative Committee be given the authority to use

their discretion in joining these subjects together and rejecting those that are not in their opinion constitutional or practicable.

Moved and seconded that the resolution be adopted.

Motion was made by Delegate Hartley that the resolution be amended so as to provide that all proposed bills referred to the Legislative Committee by resolution and found unconstitutional, or for other reasons not presented to the legislature, should be reported back to the convention at the next session in the Legislative Committee's report. Motion to amend was carried. On motion, the resolution was adopted as amended.

Resolution No. 25, by C. S. Thomas, U. B. of C. & J. of A. No. 1587:

*Be it resolved by this body,* That the Legislative Committee be instructed to prepare an amendment to the eight-hour law pertaining to employees of the state and municipal and other employees, to be made to apply to all persons employed in or about all state institutions, penitentiaries, asylums or reformatories.

On motion, the resolution was adopted.

Resolution No. 26, by E. P. Livingston, U. B. of C. & J. of A. No. 561, Reed Crandall, U. B. of C. & J. of A. No. 721, and Harry H. Howard, C. L. U., Coffeyville.

*Resolved,* That resolutions Nos. 5 and 21 be given preference, and the Legislative Committee be urged to have the same enacted into law immediately if possible.

The Constitution Committee then presented their report as follows:

We, your Committee on Constitution, recommend the adoption of resolution No. 17.—(Signed) COMMITTEE ON CONSTITUTION.

By W. O. Van Pelt, B. of L. E. No. 525, J. S. Walsh, O. R. C. No. 276, and A. A. Roe, B. of R. T. No. 356:

WHEREAS, The election of officers of the State Society is now one of the last orders of business; and

WHEREAS, The campaigning and manipulation incident to said election takes up most of the time and attention of a large number of the delegates until said election is held, thereby delaying and interrupting the proceedings of the election: therefore, be it

*Resolved,* That the order of business as provided by the constitution be changed and the election of officers be made to follow immediately after the report of the commissioner of labor on current work of the bureau.

Moved and seconded that the report of the committee be adopted.

Motion by delegate Menton that resolution be amended to provide for the election of officers by a delegate arising in response to roll-call and announcing the name of candidate for whom he wishes to vote, instead of by secret ballot. After some discussion, the president declared both the original resolution and the amendment out of order, for the reason that neither the resolution nor amendment stated the number of the article of the constitution to be amended.

the president, the vice president shall succeed to the office of president, and shall be empowered to appoint a vice president, who shall fill the office until the next annual meeting of the Society.

SEC. 3. Should a vacancy occur in the office of secretary, the assistant secretary shall succeed to the office of secretary, and the president, vice president and secretary shall appoint an assistant secretary, who shall fill the office until the next annual meeting of the Society. Vacancy in the office of assistant secretary shall be filled in the same manner.

SEC. 4. Should vacancies occur in the Legislative Committee by death, resignation or removal, the president, vice president, secretary and assistant secretary of the State Society of Labor and Industry shall fill such vacancies by appointment until the next meeting of the Society.

#### ARTICLE V.—*Committees.*

SECTION 1. There shall be appointed, at each annual session, a committee of five members on credentials, seven members on constitution, and seven members on ways and means. There shall also be appointed a committee of three members on auditing and seven members on resolutions.

SEC. 2. There shall be elected, by ballot, biennially, in even-numbered years, a Legislative Committee from amongst the delegates, to consist of three members, one from the railroad organizations, one from the United Mine Workers of America, one from the miscellaneous trade unions and building trades unions, whose duty it shall be to attend each session of the legislature and to work in conjunction with the officers of the State Society of Labor and Industry, and to labor for the passage of such legislation as may be recommended by the State Society of Labor and Industry, and such other legislation as may be of interest or benefit to the wage earners of the state, and as far as possible to prevent the passage of such legislation as may be inimical to the wage earners of the state, and said committee shall make a written report to each annual convention of the work accomplished, preserving such details as may be of benefit for future reference, and presenting an itemized account of the expenses incidental thereto.

SEC. 3. The secretary of the State Society of Labor and Industry shall act as treasurer of the Legislative Committee. The salary shall be one dollar per annum.

#### ARTICLE VI.—*Revenue for Legislation and Compensation of Committee.*

SECTION 1. The secretary of each labor organization, association or society in the state shall upon written request furnish the secretary of the Legislative Committee a list of the names of all members of their organizations, associations, or societies, and from such returns he shall make an assessment of ten cents per member for the maintenance and expenses of the Legislative Committee, and such assessment shall be forwarded upon such request to the treasurer of the Legislative Committee, who shall give his receipt for the same, and such funds shall be paid out by him for the legitimate expenses of the Legislative Committee, and a detailed report of such receipts and disbursements made to the next annual convention.

SEC. 2. The Legislative Committee shall be paid five dollars per day and railroad fare at the rate of two cents per mile while actually engaged in such work.

SEC. 3. The treasurer of the Legislative Committee shall notify each organization, association, or society, prior to the meeting of each session of the legislature, to pay their assessment for the Legislative Committee.

SEC. 4. This assessment is purely voluntary on the part of each organization, association, or society, but is obligatory if we expect to carry out the provisions of the above sections, and a prompt compliance is necessary.

SEC. 5. A man elected to and holding any state office shall not be eligible to membership on the Legislative Committee.

**ARTICLE VII.—*Amending Constitution.***

**SECTION 1.** This constitution and by-laws may be amended or repealed at any annual meeting by a two-thirds vote of the delegates present.

**ARTICLE VIII.—*Order of Business.***

1. Call to order by president.
2. Roll call of delegates.
3. Presentation of credentials.
4. Appointment of Committee on Credentials.
5. Report of Committee on Credentials.
6. Appointment of committees.
7. Reports of officers and commissioner of labor.
8. Election of officers.
9. Communications and bills.
10. Consideration of resolutions.
11. Unfinished business.
12. New business.
13. Miscellaneous business.
14. Good of the Society.
15. Adjournment.

